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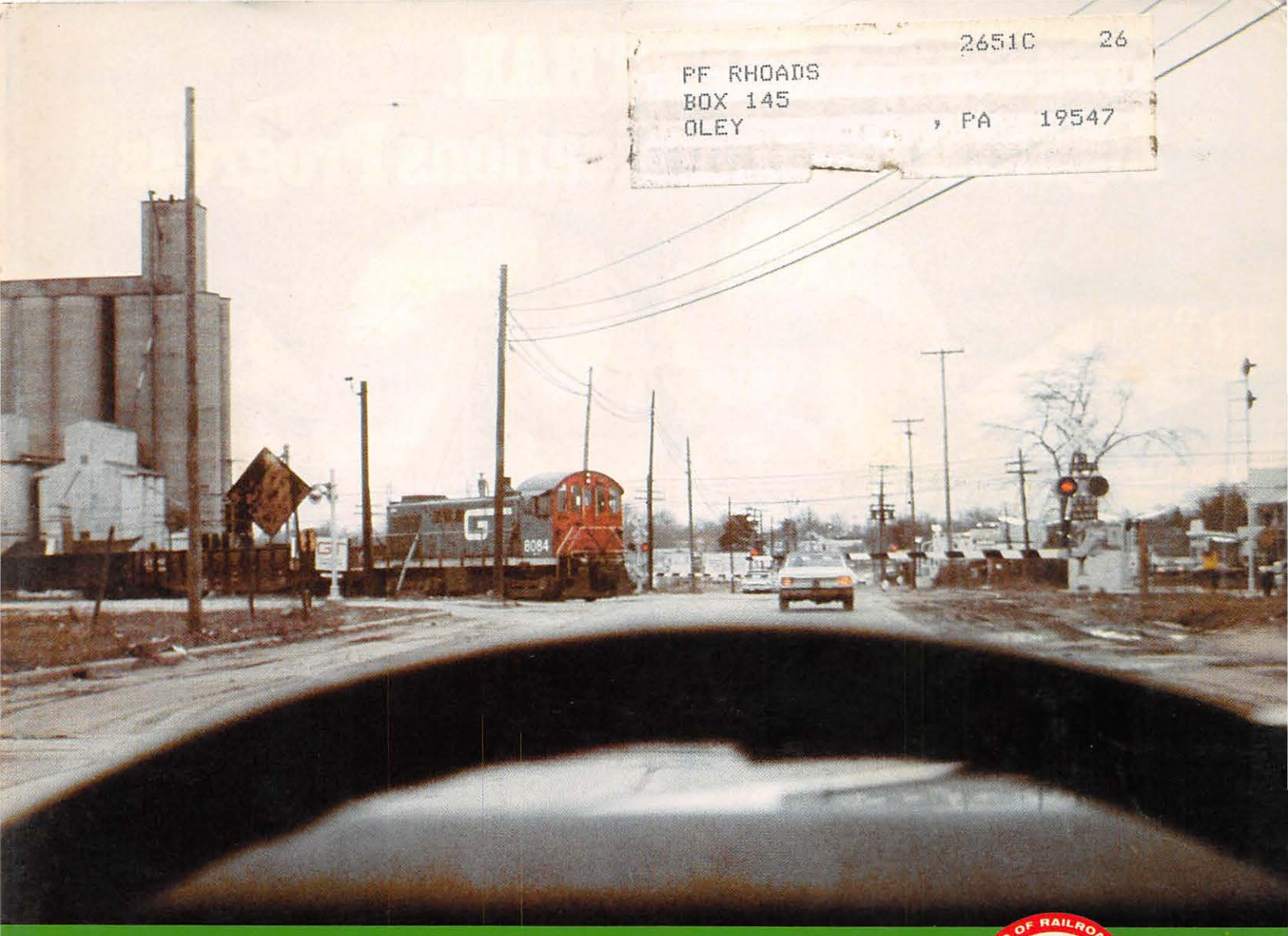
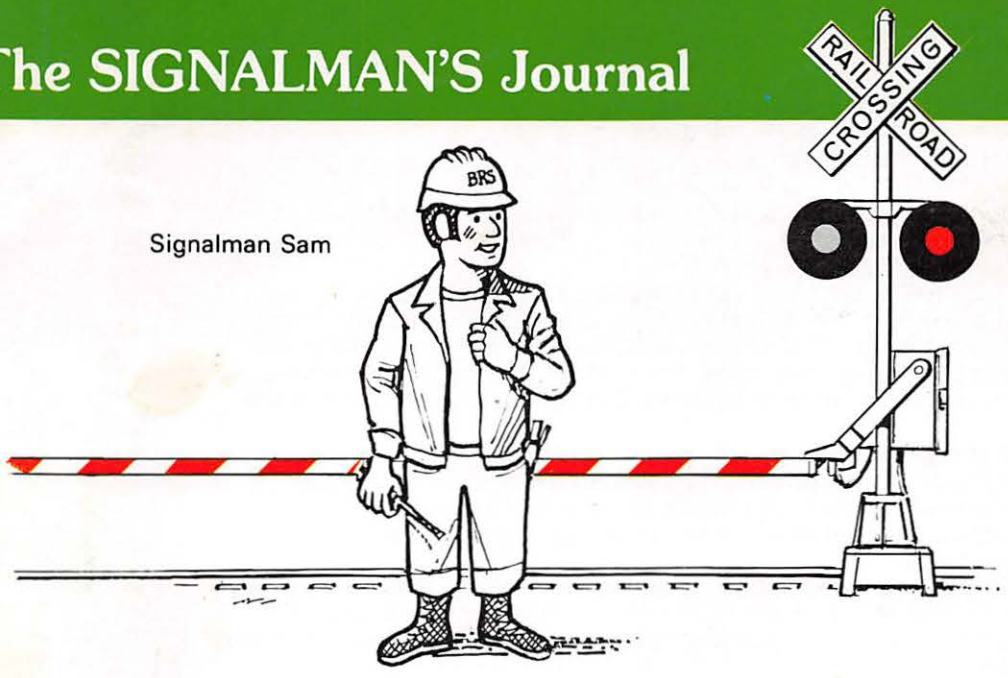


The SIGNALMAN'S Journal

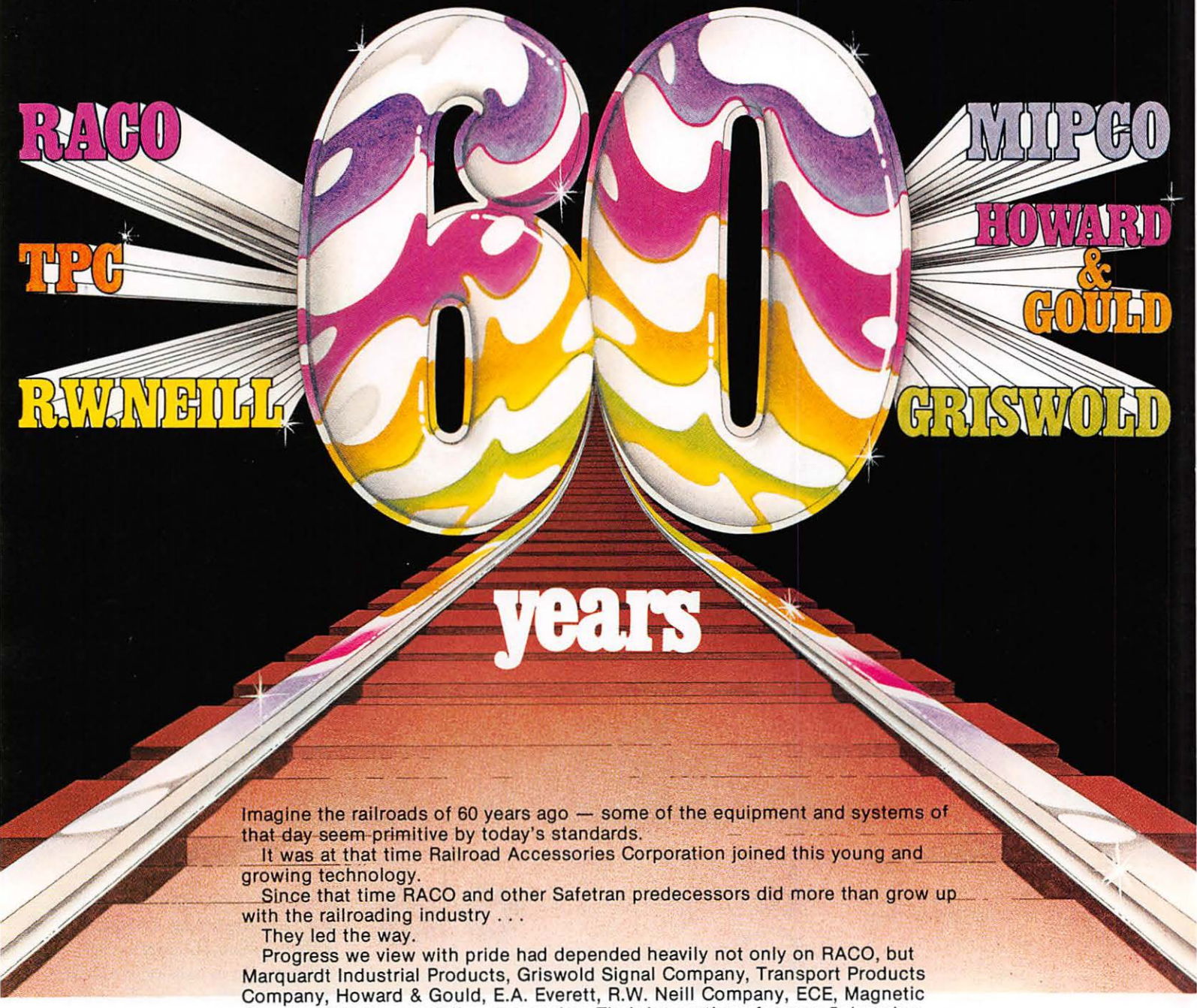


Signalman Sam

Federal funding continues for rail-highway crossing safety. Installation of automatic crossing warning devices will continue at the rate of over 2,000 crossings per year. Photo courtesy of Grand Trunk Western from its crossing safety slide presentation "They Can't Stop."

January-February 1980

SAFETRAN.
Signal & Communications Progress



Imagine the railroads of 60 years ago — some of the equipment and systems of that day seem primitive by today's standards.

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Since that time RACO and other Safetran predecessors did more than grow up with the railroading industry . . .

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On our 60th anniversary, we want to remind you that we're still an industry leader and innovator in signals, crossing gates, flashers, electronic grade crossing systems, electronic track circuits and communications.

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We're proud of our part in the railroad's past, but even more pleased with our part in its future.

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MEMBER RPI

Volume 61 Number 1 January-February 1980

ROBERT W. McKNIGHT
Editor
601 West Golf Road
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News

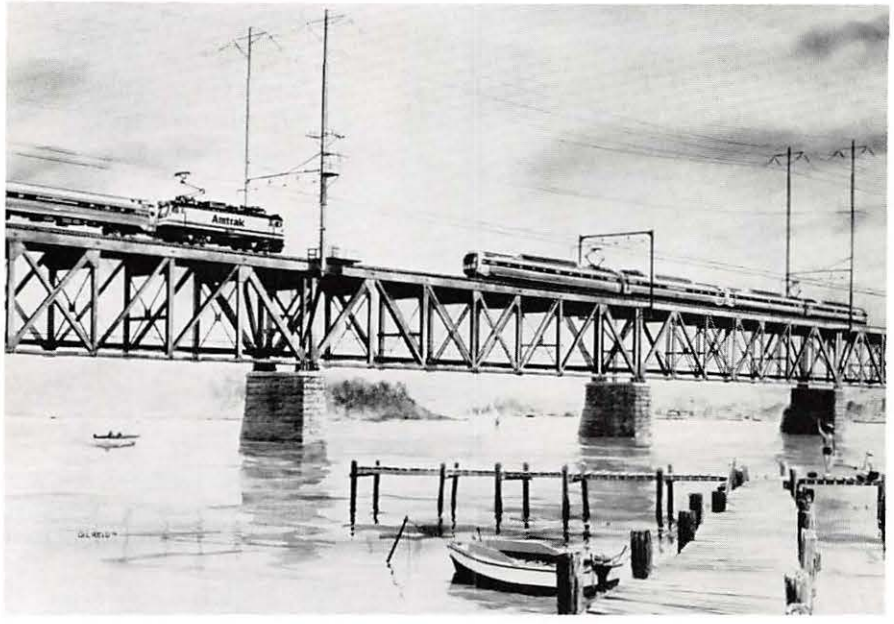
MP communications men work on agreement

Revision of the agreement covering communications employees of the Missouri Pacific Gulf District is making progress.

These communications employees were recognized as being represented by the Brotherhood of Railroad Signalmen by the National Mediation Board on August 1, 1978. A meeting was held in Houston, TX on November 18, 1978 at which time those present elected the following to be an Agreement Revision Committee: D. L. Baker, communication maintainer; M. L. Morris, division lineman; W. B. Harwell, BofRS vice president; and W. W. Lauer, grand lodge representative, now director of research.

A Section 6 notice to revise and supplement the agreement was served on the MP on April 20, 1979. The committee has met several times since working on the revisions.

Communications agreement revision is worked on by (left to right): D. L. Baker, communication maintainer; Witt B. Harwell, Jr., vice president, BofRS; W. W. Lauer, director of research, BofRS; and M. L. Morris, division lineman. They are working on a Missouri Pacific communications agreement.



The 1980 Amtrak calendar with a 4-color picture of trains passing over the Susquehanna River bridge at Havre de Grace-Perryville, MD is now available. All 12 months are shown below the picture. Calendar measures 24 by 33 inches. To obtain one send a check or money order for $4 to Amtrak Calendar, P.O. Box 311, Addison, IL 60101.

UP locomotives to get automatic train stop

Union Pacific will install automatic train stop equipment on its locomotives. Thus, if an engineer does not acknowledge more restrictive signals by operating an ATS lever in the cab within a specified period of time, the train brakes will be applied automatically and the train brought to a stop.

Installation of the ATC equipment was recommended by the National Transportation Safety Board after investigating a March 29, 1979 rear-end collision at Ramsey, WY. One freight train overtook another train entering a siding. Two train crew members were killed and damage was estimated at $1.1 million. (See *The Signalman's Journal,* September 1979, page 5)

As part of the new ATC equipment, an electronic whistle will replace the former air-operated whistle in the locomotive cab. A rag had been tied around the orifice of the air-operated whistle of the overtaking locomotive involved in the Ramsey collision. This sound-deadening effect cannot be produced with the electronic whistle.

UP has asked the Federal Railroad Administration for relief from the requirements of Section 236.553 of the signal rules,

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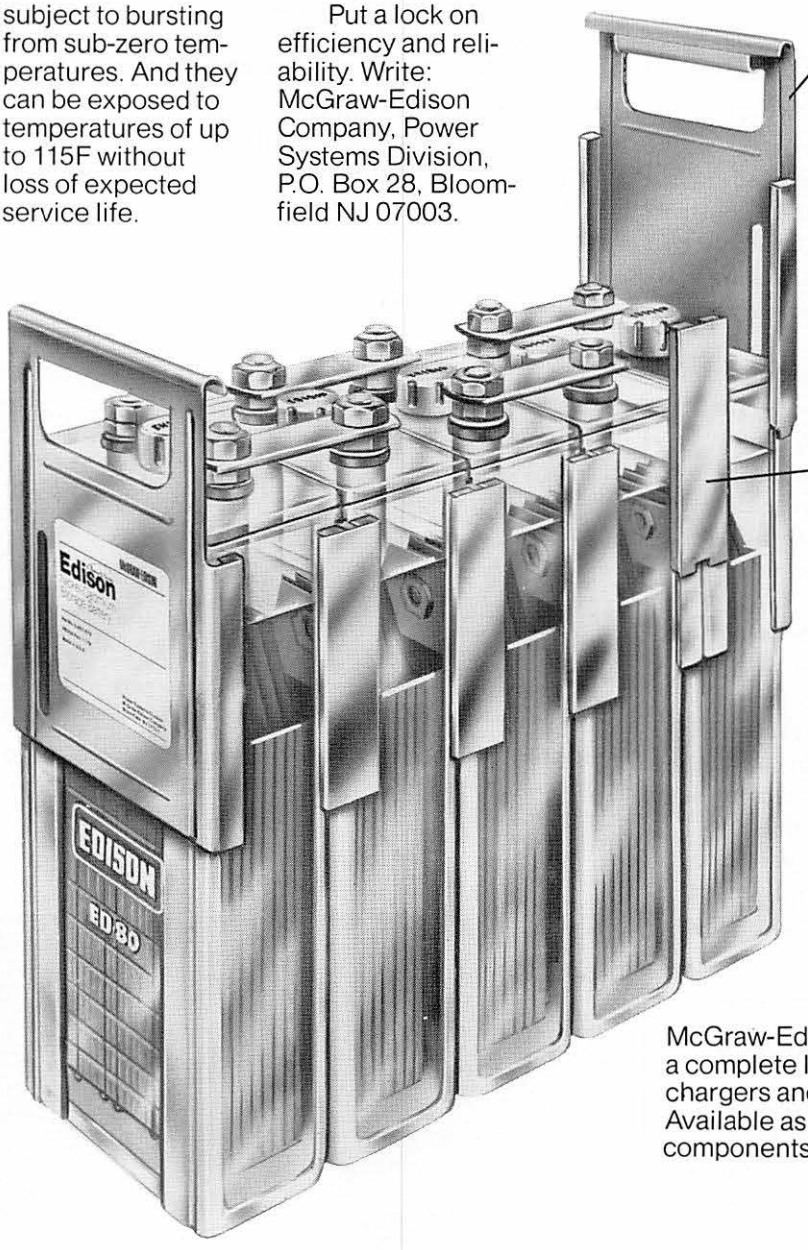

1. On the sides of every no-contest battery are built-in projections for McGraw-Edison's patented handles. Slip the handles over the projections, clip them in place, and you have an easy-to-carry battery assembly.

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standards & instructions, to the extent that UP will not be required to maintain a seal on the power reversing control handle of its locomotives equipped with automatic train stop and automatic cab signals.

Also UP is seeking relief from the requirements of Section 236.566 to the extent that its locomotive ATS and ACS devices be inoperative when the locomotive is involved in switching moves or while in test loops, when operating in automatic train stop and automatic cab signal territory.

Reasons for UP seeking relief are as follows: Recent safety considerations have changed the means by which the safety control feature will operate. UP desired to control the system by utilizing a power reversing interlock in the automatic train stop and automatic cab signal systems receiver bar (signal input) circuit. Placing the power reversing control handle in the "neutral" or reverse position will cause the equipment to display its most restrictive aspect (red over yellow).

Yard switching moves will then be accomplished without interference of aspect changes caused by cab signal test loops or movement through switches into unsignaled sidings. Movement of the power reversing handle to the "forward" position will automatically restore the equipment to its operative condition.

GTW gets ICC approval to buy DT&I and D&TSL

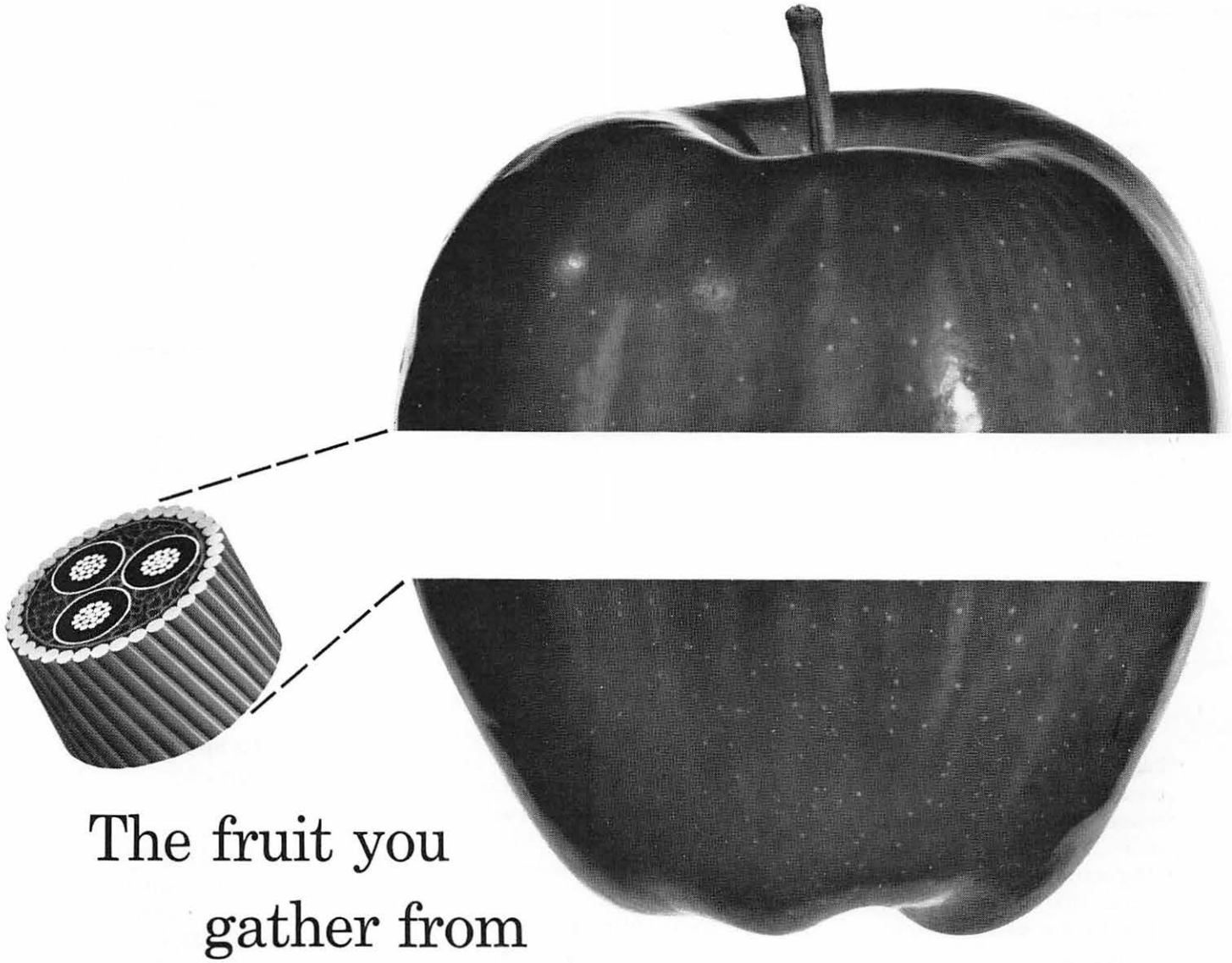
Grand Trunk Western has received approval from the Interstate Commerce Commission to purchase the Detroit, Toledo & Ironton. The 588-mile DT&I operates between Detroit, Toledo and Cincinnati. Also, the ICC approved the sale of Norfolk & Western's 50% interest in the Detroit & Toledo Shore Line to GTW which now owns 50%

BofRS and C&NW meet

Signal projects on the Chicago & North Western were discussed when labor relations officers met with Brotherhood officers. Shown here (left to right) are: R. Thomas Bates, president, BofRS; Vincent D. Unger, vice general chairman, C&NW; Henry S. Gerth, general chairman, C&NW; Witt B. Harwell, Jr., BofRS vice president; W. Joseph Fremon, C&NW director of labor relations; R. W. Schmiege, C&NW assistant vice president labor relations; and Barry E. Simon, labor relations officer, C&NW.

Signalmen were vitally interested in the projected C&NW signal program. From the left are: Tom Bates, Vince Unger, Henry Gerth and Witt Harwell.

Signaling and manpower were topics discussed by the C&NW labor relations officers. Shown here (left to right) are: Joe Fremon, Bob Schmiege and Barry Simon.



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the cable that lasts . . . and lasts . . . and lasts . . .

interest in the Detroit-Toledo line.

ICC ruled that labor protection conditions similar to the New York Dock Railway case of 1978 be provided. GTW has reached agreements with the labor unions representing all employees on the three roads: GTW, DT&I, and D&TSL. Under the agreements, there would be no job losses due to the consolidation itself. Barring severe traffic declines, the agreements provide no reduction of work forces except by retirement, death, discharge for cause, or resignation, and includes various employee benefits involving relocation and reimbursements.

Larson succeeds Benjamin as RRB research director

Robert E. Larson, chief actuary, has been appointed director of research, Railroad Retirement Board, succeeding A. Benjamin, retired. Larson will continue as chief actuary.

Prior to coming to the RRB in 1975, Larson was vice president and actuary of the Benefit Trust Life Insurance Co. A fellow of the Society of Actuaries and a member of the American Academy of Actuaries, he holds a doctorate degree in commerce. He has taught actuarial science at the Universities of Wisconsin and Nebraska.

Retirees will get Tier II COLA increase

Railroaders who are receiving a railroad retirement annuity that begins in 1980 will receive a 19.2% cost-of-living increase in their Tier II amount, excluding the portion based on the pre-1975 service bonus.

This is the third of four such annual cost-of-living increases provided by the Railroad Retirement Act of 1974 for non-retired employees and their spouses. These increases are determined on the basis of the rise in cost-of-living from September 1976 to the September of the year preceding the year the annuity begins. This increase is based on the rise in cost-of-living from September 1976 to September 1979.

Two men retire from the Railroad Retirement Board

A. Benjamin, director of research, has retired from the Railroad Retirement Board, after successfully completing over 37 years of service.

Charles A. Pouliot, assistant to the labor member of the Railroad Retirement Board, has retired after a successful 37-year career with the RRB.

Burlington Northern to add 258 miles of ctc

Burlington Northern is planning to install an additional 258 track miles of centralized traffic control this year. In Nebraska, BN will install ctc between Ravenna and Alliance, and between Alliance and Northport. In Wyoming, ctc will be installed from Orin south to Northport, NE.

Southern to spend about $7 million on ctc

Southern is planning to install about 150 miles of centralized traffic control on a heavily used mainline between Austell, GA (just outside of Atlanta) to Birmingham, AL. Cost of the project is estimated to be $7 million.

New York commuter lines to get computerized ctc

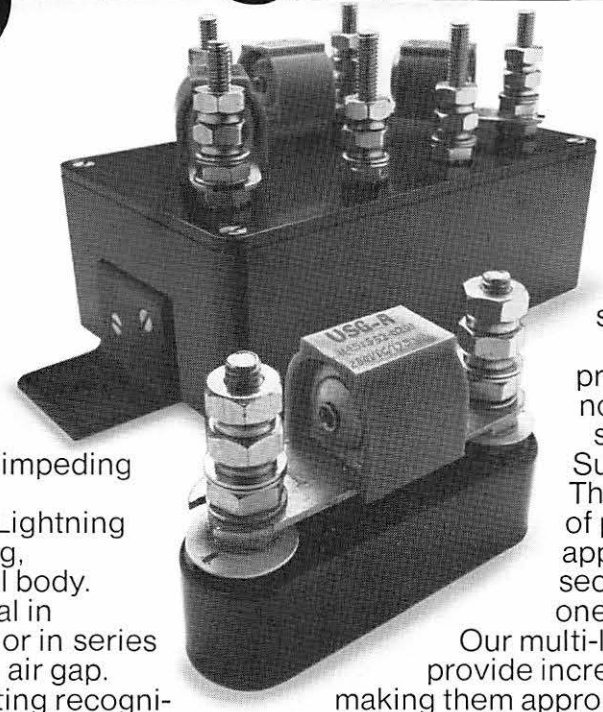
A $6.1 million contract has been awarded to General Railway Signal Co. by the New York City Metropolitan Transportation Authority to provide a computer-assisted traffic control system for nearly 350 miles of commuter lines operated by ConRail.

GRS will furnish Genralogic microcomputers, a large central computer and Datatrain II code system for controlling switches and signals.

Operation will be controlled from six control center dispatchers' consoles with cathode-ray tubes and keyboards, teleprinters and remote terminal

National Mediation Board's newest member is Robert J. Brown (right) being sworn into office by Secretary of Labor Ray Marshall (left), while Mrs. Brown holds the Bible. Brown was former under secretary of labor.

Take charge of lightning!



Union Switch & Signal's innovative Lightning Arresters and Surge Suppressors can significantly reduce the risk of lightning-related equipment damage—by impeding high surge voltages.

Our rugged USG-A Lightning Arrester features a strong, corrosion-resistant metal body. It houses varistor material in parallel (for low voltage) or in series (for high voltage) with an air gap. Color-coded for quick rating recognition, the flexible nylon cover contains surges and reduces the possibility of physical damage from the explosive forces generated. Our arrester is built to withstand the tremendous forces set up by a discharge, and to retain its strength after multiple surges. It's self-cleaning, too.

For applications where primary arresters alone do not provide enough surge suppression, we offer USSP Surge Suppressor units. They feature a combination of primary arresters and application-coordinated secondary suppressors, all in one easy-to-install package.

Our multi-level suppressor units provide increased surge suppression, making them appropriate for use with delicate solid-state equipment. USSP Surge Suppressors cover a wide range of applications—track circuits, power lines and battery lines.

For more information, write for our new Bulletin 340, "Lightning and Railroad Signaling."

Union Switch & Signal Division
WABCO American Standard Inc.
Swissvale PA 15218

units. Each dispatcher will control an assigned section of track and will monitor movements and operations on a 70-ft. photoengraved track display of the track layout. Color lights will indicate train locations, positions of switches and signals and power status.

The computer-assisted control operation will direct train movements automatically, including routing through interlockings and onto sidings when opposing trains meet. In emergencies, the dispatchers can manually direct train movements by using their keyboards to tell the computer what to do.

Oczkowski appointed assistant executive officer at RRB

William A. Oczkowski, staff manager Chicago regional office of the General Accounting Office, has been appointed assistant executive officer of the Railroad Retirement Board. He will coordinate the RRB's bureaus of personnel, supply and services, and budget and fiscal operations.

Prior to his Chicago regional office position, Oczkowski managed nationwide reviews of Federal programs at GAO Washington, DC headquarters.

B&O plans to install 48 miles of ctc

Baltimore & Ohio has filed an application with the Federal Railroad Administration to install centralized traffic control on about 48 miles of line between Tuna and Clarion Jct., PA. CTC will replace current of direction automatic block signaling.

Cable heating system on Central Vermont melts snow around switch points. The Multistress electric cable uses steel track clips to hold the cable to the rail. Using 75 watts of electricity per foot of rail, the heating system will raise the temperature of the rail to 100 deg. F. C. S. Manning (above left) leading signal maintainer, along with H. R. Cross, CV engineer of signals & communications, is out inspecting one of the cable heating systems. Picture below shows melting in heavy snow. Brother Manning is a member of Local Lodge 222.

Rail labor and MILW agree agree on labor protection

Negotiators for the Railway Labor Executives Association and the Trustee of the Milwaukee Road in its bankruptcy reorganization have reached an employee-protection agreement as required by the recently enacted Milwaukee Railroad Restructuring Act.

The agreement was reached under the auspices of the National Mediation Board after negotiating sessions in Washington, D.C. It will become effective upon its approval by the Milwaukee's reorganization court and upon the availability of $75 million in federal loan guarantees to fund its provisions.

The terms of the new agreement with the RLEA are available to employees whose jobs are affected by an act of restructuring by the Milwaukee, such as the sale or transfer of a line to another railroad, the abandonment of a line, consolidations, or diversion of traffic in connection with the restructuring.

Generally, the agreement covers four principal areas plus the necessary implementing provisions: separation allowances, employment incentive compensation, interim employee assistance, and moving expenses. The Restructuring Act itself provides supplementary unemployment insurance for Milwaukee Road employees under certain conditions.

The agreement generally provides a separation allowance of $2,000 for each year of employment for the Milwaukee, up to a maximum of $25,000, for affected employees who are eligible and who elect to leave the Milwaukee.

The employment incentive compensation provision is generally applicable to affected employees who elect to take a job with another railroad or with the restructured "Milwaukee II"

system contemplated by the Trustee's reorganization plan. It will help such employees retain their former earning power for up to three years by, generally, guaranteeing their earnings at 80% of their former level.

The interim assistance provision of the new agreement will provide an affected employee with up to 80 per cent of his former straight-time level of earnings, should his job be affected in the early months of the restructuring, so that he has income during a period in which he can determine whether to accept the separation allowance or other options available to him. Interim assistance payments would ultimately be deducted from his separation allowance should he elect that option.

Under the new agreement, an employee who must move some distance to accept a job either on "Milwaukee II" or with another railroad will be reimbursed generally for his moving expenses and certain losses on the sale of his home.

The agreement itself contains detailed conditions under which the various provisions are applicable.

Until the enactment of the Restructuring Act on November 4 and the approval by labor and the Trustee of this agreement, the possible cost of labor protection to the estate of the Milwaukee has been one of the larger unresolved issues in the reorganization proceeding. So has the question of whether employees affected by the reorganization would receive any protection payments at all, and if so how much and when. Testimony introduced in the proceedings has pegged the possible cost to the estate of labor protection, depending on the circumstances, at an amount well in excess of the total value of the estate's assets. Considerable legal controversy has surrounded the question of the priority of labor-protection claims.

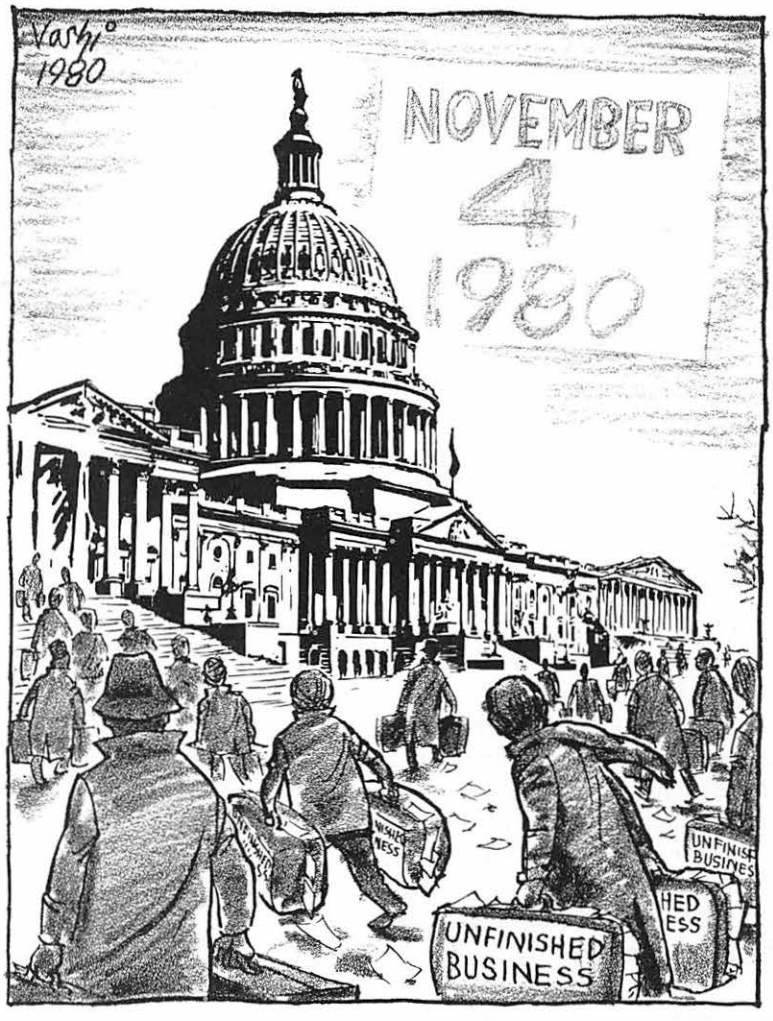
With the agreement, affected employees now have two options: to utilize the provisions of the new agreement, or to wait for whatever protective conditions the Interstate Commerce Commission or the court can impose as part of the resolution of the bankruptcy issue. The benefits payable under the agreement will be regarded as costs of administration of the Milwaukee's estate and will be paid as quickly as possible.

Under the Restructuring Act, the Milwaukee's liability for labor protection is limited to $75 million. The Act provides for federally guaranteed loans to the Trustee to cover this amount.

The Milwaukee's preliminary plan of reorganization, which was filed with the court last August, is based on a major reduction in the size of the railroad — from some 9,500 route-miles today to perhaps 3,200 to 4,200 route-miles. Today's employment, approximately 10,900 persons, would ultimately be reduced to approximately 6,000.

Milwaukee Road Trustee Richard B. Ogilvie has applied to the Federal Railroad Administration for "a guarantee by the United States of obligations of the applicant in the principal amount of $75,000,000.

"The obligations will provide immediate funds for employee protection in accordance with the terms of an employee protection agreement which the applicant maintains is in accordance with section 9 of the Milwaukee Road Restructuring Act."



U.S. Government funds for rail-highway crossing projects on non-Federal roads. Funds provided for by the 1976 Highway Act

STATE	APPORTIONMENT	FHWA OBLIGATION AS OF 9/30/79	%	STATE COMMITMENT OF APPORTIONED FUNDS AS OF 9/30/79	%	ESTIMATED DATE FUNDS TO BE EXPENDED
AL	$ 2,876,473	$ 1,803,933	63	$ 2,876,473	100	9/81
AZ	1,929,895	1,777,091	92	not reported		
AR	1,897,751	1,699,412	90	not reported		
CA	12,794,605	9,767,237	76	9,900,000	77	10/79
CO	2,342,201	1,454,098	62	2,342,201	100	unknown
CT	1,848,004	688,925	37	1,848,004	100	9/79
DE	730,836	682,236	93	780,836	100	4/79
FL	4,637,434	4,234,925	91	4,637,434	100	9/79
GA	3,740,365	3,739,594	99	3,740,365	100	12/78
ID	1,286,688	1,286,688	100	1,286,688	100	completed
IL	7,552,792	7,547,733	99	7,552,792	100	9/79
IN	3,766,789	3,661,933	97	3,766,789	100	10/79
IA	2,883,508	2,847,697	99	2,883,508	100	5/79
KS	2,629,384	2,432,871	93	not reported		
KY	2,533,731	2,479,251	98	2,533,731	100	6/80
LA	2,693,328	2,693,328	100	2,693,328	100	7/79
ME	1,051,216	614,277	58	1,051,216	100	9/80
MD	2,534,158	1,645,798	65	not reported		
MA	3,350,712	3,347,176	99	3,350,712	100	6/79
MI	6,114,279	6,089,664	99	6,114,279	100	7/80
MN	3,618,896	2,013,898	56	3,418,398	94	1/80
MS	2,076,683	899,730	43	not reported		
MO	4,052,504	4,052,502	100	4,052,504	100	10/79
MT	1,846,154	1,846,154	100	1,846,154	100	unknown
NE	1,973,352	1,973,352	100	1,973,352	100	9/79
NV	1,250,790	1,250,790	100	1,250,790	100	3/79
NH	732,135	435,682	60	732,135	100	6/80
NJ	4,158,726	4,158,726	100	4,158,726	100	7/79
NM	1,626,360	1,601,758	98	1,626,360	100	10/79
NY	11,354,060	11,337,168	99	11,354,060	100	6/80
NC	3,785,090	3,765,563	99	3,785,090	100	6/80
ND	1,409,859	1,409,859	100	1,409,859	100	not reported
OH	6,958,139	3,702,621	53	3,702,621	53	9/80
OK	2,581,769	2,529,720	98	2,581,769	100	2/79
OR	2,093,425	2,054,760	98	2,093,425	100	5/79
PA	7,765,872	2,284,773	29	not reported		
RI	872,504	557,465	64	872,504	100	9/79
SC	1,980,705	1,957,985	99	1,980,705	100	8/79
SD	1,487,803	448,332	30	448,332	30	unknown
TN	3,191,676	3,191,676	100	3,191,676	100	not reported
TX	9,629,298	8,558,662	89	9,629,298	100	10/79
UT	1,294,184	607,505	47	1,294,184	100	12/79
VT	656,463	652,623	99	656,463	100	7/79
VA	3,411,348	3,300,506	97	3,411,348	100	1/81
WA	2,746,461	2,052,125	75	2,746,461	100	4/80
WV	1,402,798	1,400,225	99	1,402,798	100	9/79
WI	3,604,460	2,759,907	77	3,194,000	89	9/80
WY	1,180,686	590,344	50	1,180,686	100	9/79
TOT	$157,936,349	$131,888,278	84			

system contemplated by the Trustee's reorganization plan. It will help such employees retain their former earning power for up to three years by, generally, guaranteeing their earnings at 80% of their former level.

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Under the new agreement, an employee who must move some distance to accept a job either on "Milwaukee II" or with another railroad will be reimbursed generally for his moving expenses and certain losses on the sale of his home.

The agreement itself contains detailed conditions under which the various provisions are applicable.

Until the enactment of the Restructuring Act on November 4 and the approval by labor and the Trustee of this agreement, the possible cost of labor protection to the estate of the Milwaukee has been one of the larger unresolved issues in the reorganization proceeding. So has the question of whether employees affected by the reorganization would receive any protection payments at all, and if so how much and when. Testimony introduced in the proceedings has pegged the possible cost to the estate of labor protection, depending on the circumstances, at an amount well in excess of the total value of the estate's assets. Considerable legal controversy has surrounded the question of the priority of labor-protection claims.

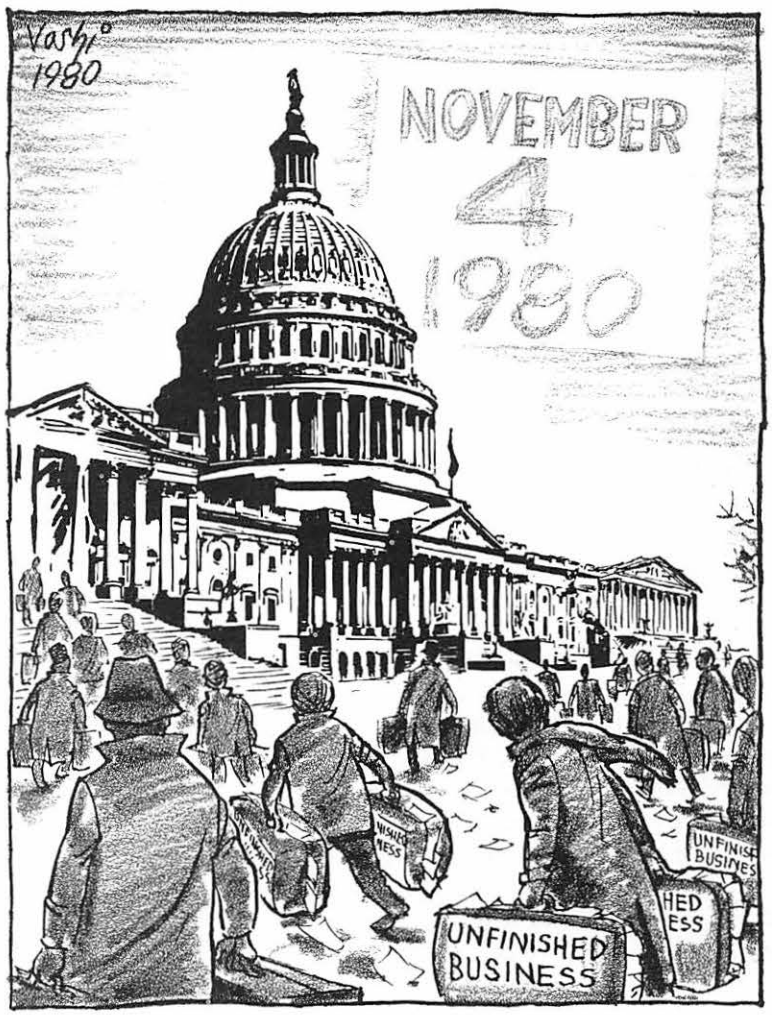
With the agreement, affected employees now have two options: to utilize the provisions of the new agreement, or to wait for whatever protective conditions the Interstate Commerce Commission or the court can impose as part of the resolution of the bankruptcy issue. The benefits payable under the agreement will be regarded as costs of administration of the Milwaukee's estate and will be paid as quickly as possible.

Under the Restructuring Act, the Milwaukee's liability for labor protection is limited to $75 million. The Act provides for federally guaranteed loans to the Trustee to cover this amount.

The Milwaukee's preliminary plan of reorganization, which was filed with the court last August, is based on a major reduction in the size of the railroad — from some 9,500 route-miles today to perhaps 3,200 to 4,200 route-miles. Today's employment, approximately 10,900 persons, would ultimately be reduced to approximately 6,000.

Milwaukee Road Trustee Richard B. Ogilvie has applied to the Federal Railroad Administration for "a guarantee by the United States of obligations of the applicant in the principal amount of $75,000,000.

"The obligations will provide immediate funds for employee protection in accordance with the terms of an employee protection agreement which the applicant maintains is in accordance with section 9 of the Milwaukee Road Restructuring Act."



The
SIGNALMAN'S
Journal

January-February 1980

Crossing safety gets more fed $

Federal funding for rail-highway crossing safety continued with the passage of the Surface Transportation Assistance Act of 1978. Included in the funding areas are automatic crossing warning systems of flashing-light signals with or without gates.

The following is from a "Highway Safety at Crossings" brochure published by the Association of American Railroads. Our thanks for permission to use this material.

The Congress, in 1978, made several important changes in the federal law regarding highway-railroad crossing safety programs.

In a move to consolidate various transportation programs, Congress enacted the Surface Transportation Assistance Act of 1978.

Provisions for highway-railroad crossing safety programs appear under Title II, Section 203, and provisions for the continuation of highway-railroad demonstration programs involving railroad relocation and crossing separation, under Title I, Section 134.

In addition to funds provided for under the new act, large amounts of previously authorized "carryover funds" are still available for use by the states in their crossing safety programs.

These unobligated funds from the 1973 and 1976 Highway Safety acts should be used first to avoid possible loss due to the expiration of the period of availability.

The Surface Transportation Assistance Act of 1978 (Title II, Sec. 203) authorized the appropriation of $760 million ($190 million a year) for crossing safety projects during the four fiscal years 1979 through 1982. Federal fiscal years end on September 30.

All of the money authorized for crossing safety work under this act will come from the Highway Trust Fund. This means that it will be available without special appropriation acts by Congress.

Previously, the funds authorized for crossing projects on roads which are not on the federal-aid system came from the General Fund and required specific appropriation by Congress before becoming available to the states.

Where crossing safety funds are concerned, Congress — under the Surface Transportation Assistance Act of 1978 — eliminated the distinction between roads on and off the federal-aid highway system, thus making all funds available for use wherever needed, at the discretion of state officials.

This is a major step toward speeding up the crossing safety program because priority listings by the states indicated that a greater number of crossings warranting improvement are located off the federal-aid system, where the smallest portion of authorized funds had been available in the past.

Finally, the method of allocating the crossing safety funds has been changed by the Act of '78, which provides that 50 percent of the available money be apportioned to the states according to the ratio of the number of public crossings in each state

Crossing accidents fall 1%, but deaths rise 8%, injuries down 8%

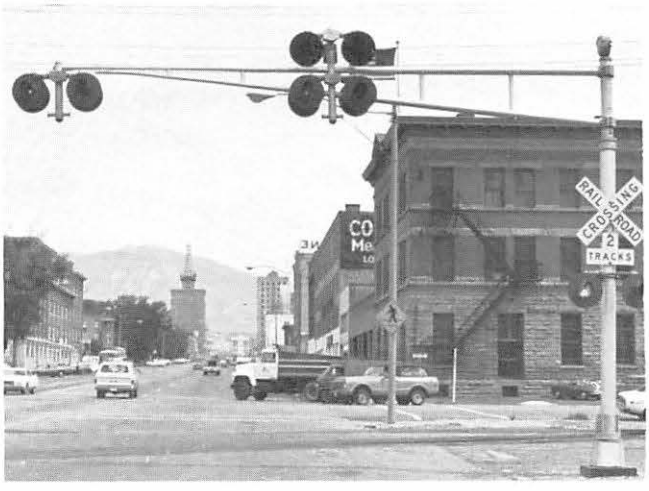
During calendar year 1978, there were 12,435 rail-highway crossing accidents in which 1,021 people were killed and 4,649 people were injured. Compared to the previous year of 1977, the number of accidents fell by 136, deaths increased by 77, while the number of people injured dropped 393.

Other interesting data in the Federal Railroad Administration October 1979 report, which for the first time includes data from the rail-highway crossing national inventory, reveals that of the 217,068 rail-highway crossings, 51,535 are equipped with automatic warning devices such as gates, flashing-light signals, wig-wags, bells, or a combination of such devices.

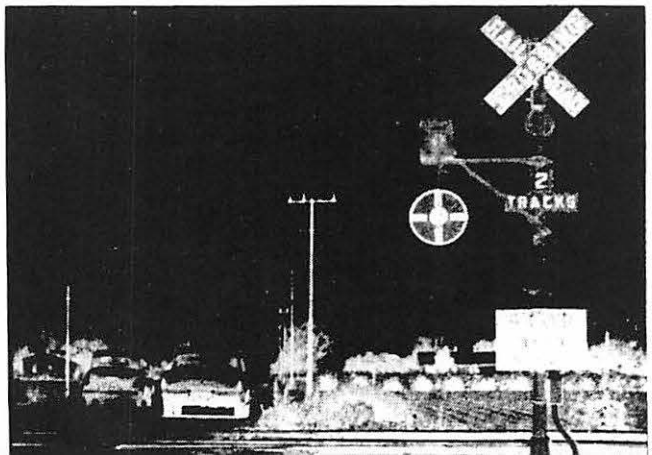
Federal aid available for rail-highway crossing projects for all roads

STATE	APPORTIONMENT	FHWA OBLIGATION AS OF 9/30/79	%	STATE COMMITMENT OF APPORTIONED FUNDS AS OF 9/30/79	%	ESTIMATED DATE FUNDS TO BE EXPENDED
AL	$ 9,790,040	$ 4,779,411	49	$ 9,790,040	100	9/81
AZ	5,729,445	3,066,069	54	not reported		
AR	5,821,593	3,446,340	59	not reported		
CA	39,016,682	34,763,146	89	35,000,000	90	10/79
CO	8,085,590	6,465,449	80	6,465,449	80	unknown
CT	5,189,046	2,930,247	56	not reported		
DE	2,372,133	2,157,482	91	2,372,133	100	6/79
FL	16,447,161	14,701,828	89	16,447,161	100	9/80
GA	14,234,567	12,011,862	84	14,234,567	100	9/79
ID	4,909,459	3,657,627	75	4,909,459	100	9/80
IL	28,628,886	28,408,050	99	28,408,050	99	9/79
IN	15,679,391	10,584,952	68	15,679,391	100	10/80
IA	12,446,858	9,311,942	75	12,446,858	100	10/79
KS	12,007,105	9,824,091	82	not reported		
KY	9,194,490	4,615,715	50	9,194,490	100	6/80
LA	10,184,702	10,127,771	99	10,138,240	99	7/79
ME	3,707,862	3,292,507	89	3,707,862	100	9/81
MD	8,058,952	4,774,040	59	not reported		
MA	10,588,197	10,560,094	99	10,588,197	100	6/79
MI	21,991,846	21,971,886	99	21,991,846	100	9/79
MN	14,228,269	5,980,520	42	7,351,020	52	3/80
MS	7,728,720	3,409,259	44	not reported		
MO	14,964,075	14,719,170	98	14,964,075	100	10/79
MT	6,636,507	4,565,275	69	4,565,275	69	unknown
NE	8,305,240	3,596,129	43	3,596,129	43	1980
NV	4,005,484	2,340,688	58	4,000,000	99	9/79
NH	2,569,746	1,832,370	71	2,200,600	86	6/80
NJ	13,546,295	10,420,725	77	13,546,295	100	7/79
NM	4,573,264	3,404,009	74	4,573,264	100	10/79
NY	36,021,435	29,148,428	81	36,021,435	100	6/80
NC	13,709,352	8,719,427	64	13,709,352	100	6/80
ND	6,513,569	5,643,292	87	not reported		
OH	25,218,534	20,402,613	81	24,105,234	96	9/80
OK	10,217,199	7,157,077	70	not reported		
OR	7,588,415	6,081,016	80	7,588,415	100	1/81
PA	26,147,208	7,774,185	30	26,144,000	99	1982
RI	2,687,571	1,039,162	39	2,687,355	99	12/81
SC	7,847,284	4,962,218	63	7,847,284	100	9/80
SD	5,964,544	4,648,103	78	4,567,942	77	unknown
TN	11,315,144	9,145,011	81	9,445,611	83	7/83
TX	35,208,933	19,310,168	55	not reported		
UT	4,529,739	2,890,013	64	4,529,739	100	6/81
VT	2,331,074	2,231,660	96	not reported		
VA	10,350,867	6,614,103	64	10,350,867	100	1/81
WA	10,071,127	6,913,616	69	10,071,127	100	11/80
WV	5,324,390	5,007,712	94	5,324,390	100	9/79
WI	13,908,500	10,870,960	78	13,908,000	100	9/80
WY	3,974,811	3,498,882	88	3,974,811	100	9/79
TOT	$559,571,311	$413,776,300	74			

Flashing-light signals only are in service at 28,778 rail-highway crossings in the U.S.



Cantilevered flashing-light signals are in service at 5,513 rail-highway crossings in the U.S.



Wig-wags or bells only are in service at 3,244 rail-highway crossings in this country.

to the total number of public crossings in the entire country. The remainder is apportioned on the basis of population and road mileage.

This will assure that a larger portion of the money will go to the states where the most crossings exist — which was not always the case under the formula previously used.

Thus, under the new act:

- The handling of the national crossing safety program has been generally simplified.
- Funds have been assured for a four-year period FY 1979-1982, at about the same level as in recent years. (Prior authorizations were for two years.)
- The states with the most crossings will have more money available to them than in the past.
- And the money may be used where the need is greatest — whether on or off the federal-aid system.

While the new funds are available for use for projects both on and off the federal-aid highway system, diligence at the local level will continue to be necessary to assure that projects on local streets and roads are not overlooked by state authorities who may be accustomed to using federal funds only on the federal-aid system.

Carryover funds still available

At the start of fiscal 1979 (October 1, 1978), most states still had funds available from prior authorizations, which had not yet been obligated.

The total amount of these unobligated funds was $174,341,159.

These available unobligated funds are distributed unevenly among the states — depending upon how rapidly the crossing safety improvement program has advanced in the various states since the federal funds first became available.

All remaining funds specifically earmarked for crossing safety work under the Highway Safety Act of 1973, must be obligated by the states by September 30, 1979 — or they will lapse.

Funds authorized under the Highway Safety Act of 1976 will continue to be available for obligation by the states until September 30, 1981.

Unobligated carryover funds from the Highway Safety Acts of 1973 and 1976 for projects located on the federal-aid system, are from the Highway Trust Fund. These funds are apportioned to the individual states at the beginning of each fiscal year. Funds for crossing safety projects under this authorization remain available for obligation by the states for a period of four years after they are apportioned.

Under the 1976 amendments to the Highway

Federal funds available for rail-highway crossing projects on or off the federal aid systems for fiscal year 1979.

STATE	THOUSANDS OF DOLLARS
Alabama	$ 3,590
Alaska	2,874
Arizona	1,589
Arkansas	2,920
California	11,282
Colorado	2,319
Connecticut	1,354
Delaware	575
Dist. of Col.	265
Florida	5,132
Georgia	4,942
Hawaii	467
Idaho	1,683
Illinois	10,066
Indiana	6,403
Iowa	5,375
Kansas	5,585
Kentucky	2,974
Louisiana	3,572
Maine	1,107
Maryland	1,862
Massachusetts	2,352
Michigan	6,951
Minnesota	5,373
Mississippi	2,641
Missouri	5,023
Montana	2,076
Nebraska	3,415
Nevada	931
New Hampshire	768
New Jersey	3,304
New Mexico	1,331
New York	8,156
North Carolina	4,394
North Dakota	3,268
Ohio	8,092
Oklahoma	3,852
Oregon	2,445
Pennsylvania	7,186
Rhode Island	545
South Carolina	2,975
South Dakota	2,330
Tennessee	3,485
Texas	11,611
Utah	1,324
Vermont	716
Virginia	3,114
Washington	3,339
West Virginia	1,854
Wisconsin	5,046
Wyoming	1,061
TOTAL	$185,725

Some 14,000 rail-highway crossings are equipped with gates in addition to flashing-light signals.

Safety Act, authorizations were made from the General Fund specifically for crossing safety projects not on any federal-aid highway. No off-system funds were available under the 1973 act. Some of the off-system funds appropriated under the 1976 authorization are still available in most states.

These funds must be spent for projects off the federal-aid system or they will ultimately be lost to the states.

Project selection

The Highway Safety Act of 1973 required that "each state shall conduct and systematically maintain a survey of all highways and identify those railroad crossings which may require separation, relocation, or protective devices, and establish and implement a schedule of projects for this purpose. At the minimum, such a schedule shall provide signs for all highway-railroad crossings."

It also required each state to submit an annual report to the Secretary of Transportation concerning progress made in implementing this program.

The Secretary, in turn, must make a similar report to Congress, analyzing and evaluating the program within each state, identifying states not in compliance with the schedule of improvements and making recommendations for further implementation.

These requirements remain in effect under the latest legislation. Most states establish priority lists for the improvement of public highway-railroad crossings.

The Federal Highway Administration requires that priorities be established on the basis of (1) a hazard

U.S. Government funds for rail-highway crossing projects on non-Federal roads. Funds provided for by the 1976 Highway Act

STATE	APPORTIONMENT	FHWA OBLIGATION AS OF 9/30/79	%	STATE COMMITMENT OF APPORTIONED FUNDS AS OF 9/30/79	%	ESTIMATED DATE FUNDS TO BE EXPENDED
AL	$ 2,876,473	$ 1,803,933	63	$ 2,876,473	100	9/81
AZ	1,929,895	1,777,091	92	not reported		
AR	1,897,751	1,699,412	90	not reported		
CA	12,794,605	9,767,237	76	9,900,000	77	10/79
CO	2,342,201	1,454,098	62	2,342,201	100	unknown
CT	1,848,004	688,925	37	1,848,004	100	9/79
DE	730,836	682,236	93	780,836	100	4/79
FL	4,637,434	4,234,925	91	4,637,434	100	9/79
GA	3,740,365	3,739,594	99	3,740,365	100	12/78
ID	1,286,688	1,286,688	100	1,286,688	100	completed
IL	7,552,792	7,547,733	99	7,552,792	100	9/79
IN	3,766,789	3,661,933	97	3,766,789	100	10/79
IA	2,883,508	2,847,697	99	2,883,508	100	5/79
KS	2,629,384	2,432,871	93	not reported		
KY	2,533,731	2,479,251	98	2,533,731	100	6/80
LA	2,693,328	2,693,328	100	2,693,328	100	7/79
ME	1,051,216	614,277	58	1,051,216	100	9/80
MD	2,534,158	1,645,798	65	not reported		
MA	3,350,712	3,347,176	99	3,350,712	100	6/79
MI	6,114,279	6,089,664	99	6,114,279	100	7/80
MN	3,618,896	2,013,898	56	3,418,398	94	1/80
MS	2,076,683	899,730	43	not reported		
MO	4,052,504	4,052,502	100	4,052,504	100	10/79
MT	1,846,154	1,846,154	100	1,846,154	100	unknown
NE	1,973,352	1,973,352	100	1,973,352	100	9/79
NV	1,250,790	1,250,790	100	1,250,790	100	3/79
NH	732,135	435,682	60	732,135	100	6/80
NJ	4,158,726	4,158,726	100	4,158,726	100	7/79
NM	1,626,360	1,601,758	98	1,626,360	100	10/79
NY	11,354,060	11,337,168	99	11,354,060	100	6/80
NC	3,785,090	3,765,563	99	3,785,090	100	6/80
ND	1,409,859	1,409,859	100	1,409,859	100	not reported
OH	6,958,139	3,702,621	53	3,702,621	53	9/80
OK	2,581,769	2,529,720	98	2,581,769	100	2/79
OR	2,093,425	2,054,760	98	2,093,425	100	5/79
PA	7,765,872	2,284,773	29	not reported		
RI	872,504	557,465	64	872,504	100	9/79
SC	1,980,705	1,957,985	99	1,980,705	100	8/79
SD	1,487,803	448,332	30	448,332	30	unknown
TN	3,191,676	3,191,676	100	3,191,676	100	not reported
TX	9,629,298	8,558,662	89	9,629,298	100	10/79
UT	1,294,184	607,505	47	1,294,184	100	12/79
VT	656,463	652,623	99	656,463	100	7/79
VA	3,411,348	3,300,506	97	3,411,348	100	1/81
WA	2,746,461	2,052,125	75	2,746,461	100	4/80
WV	1,402,798	1,400,225	99	1,402,798	100	9/79
WI	3,604,460	2,759,907	77	3,194,000	89	9/80
WY	1,180,686	590,344	50	1,180,686	100	9/79
TOT	$157,936,349	$131,888,278	84			

index which is based upon the physical characteristics of the crossings and volume of traffic — both highway and rail, (2) an on-site inspection of the crossings, (3) the exposure of people and hazardous materials at the crossings.

Even though priority lists have been set up by most states and programs are well under way, local authorities should continue to seek to have projects in their area considered by state authorities, in view of the fact that special conditions at a highway-railroad crossing may make it more hazardous than was initially realized.

A local "push" to get projects on the state schedules is particularly advisable in the case of projects off the federal-aid system. Here the number of crossings needing safety improvements is usually greater. Thus, there is greater competition — and a greater possibility that deserving projects may be overlooked unless special attention is called to them.

The crossing safety program in each state may include, but is not limited to, the following types of projects:

- Crossing closure.
- Installation of standard signs, markings and DOT/AAR inventory numbers.
- Installation of train-activated traffic control devices.
- Upgrading of train-activated traffic control devices, including track circuit improvement and interconnection with highway intersection traffic signals.
- Crossing illumination.
- Crossing surface improvements.
- Highway-railroad separation structures.
- Highway or track relocation.
- Removal of abandoned or unused crossings.

At least half of the available funds must be used for the installation of traffic control devices at highway-railroad crossings. The Highway Safety Act also requires that "at a minimum" each state's program should include provision of signs at all highway-railroad crossings.

Until recently, highway-railroad crossings improvement projects dealt with one crossing at a time. Experience has indicated, however, that greater benefits at lower cost often may be obtained by using a systems approach for crossings in the same area. This is particularly true where there are several crossings which are fairly high on the project priority list, even though none of them may be at the top.

In the systems approach, all highway-railroad crossings in a community are evaluated by a diagnostic team. In addition, the team considers the traffic flow patterns in the community, access to emergency services, hazardous materials routes, bus routes, train traffic characteristics and other factors. Recommendations are then made as to which crossings should be closed, which should be improved, construction of short frontage roads for traffic diversion and other changes which will improve the safety and traffic flow relationships of the two transportation modes within the community.

Once the plan is agreed upon by the community, the state, the Federal Highway Administration and the affected railroad or railroads, improvements proceed.

Such a cooperative approach can provide large benefits to all of the partners in the undertaking.

How Burlington Northern works to cut accidents at rail-highway crossings.

Would you keep driving if you saw a sign that said, "bridge out"? Would you drink from a bottle marked with a skull and crossbones?

Few people would. Yet thousands drive right through flashing red lights or around lowered gates at railroad crossings. Each year, hundreds of them die doing it.

An intensified public education program and hundreds of millions of dollars for new, more sophisticated signals are now going into the fight against this perplexing problem. But success will depend mainly on us — the public.

"We believe that virtually all these deaths could be prevented, if people would simply be more alert in approaching a crossing," says John C. Ashton, vice president of Burlington Northern Inc. He directs BN participation in Operation Lifesaver, a crossing safety program originated by railroads and proven effective in a number of states. A campaign is underway to expand the program throughout the nation.

In addition:

—The federal government is allocating more than $750 million over four years for gates, lights and other signal warning devices at crossings.

—New and replacement signals have features that cut crossing delays to a minimum, thus countering the impatience so frequently fatal to motorists and pedestrians.

Warnings Ignored

Such impatience, or carelessness, is illustrated by the case which triggered the national Operation Lifesaver effort:

On a summer night in a Midwestern city, a car carrying a woman and four children approached a railroad crossing. Red lights flashed to warn that a train was coming. The auto went on through. The woman and children were killed.

Demonstration projects

Under Title I, Section 134, of the Surface Transportation Assistance Act of 1978, Congress authorized the expenditure of $360 million for the continuation of 18 existing highway-railroad crossings demonstration projects, most of which have been under way for several years.

These projects were initially approved under various laws, and with different degrees of federal-state participation in some cases. The Surface Transportation Assistance Act of '78 eliminated the difference in financial arrangements, calling for the federal government to pay 95 percent of the cost in all cases with state and local participation limited to 5 percent.

Cities where demonstration projects are under way are Elko, Nevada; Lincoln, Nebraska; Wheeling, West Virginia; Blue Island, Carbondale, Dolton, East St. Louis and Springfield, Illinois; New Albany, Terre Haute, Lafayette, and Hammond, Indiana; Anoka, Minnesota; Brownsville, Texas-Matamoros, Mexico; Greenville, Texas; Metairie, Louisiana; Augusta, Georgia; and Pine Bluff, Arkansas. No new projects were authorized under the 1978 Act.

The highway-railroad crossing demonstration program was originally initiated to determine the feasibility of increasing highway safety by the relocation, consolidation, or separation of rail lines in center-city areas. The demonstration projects should provide a basis for estimating the cost of such a program on an on-going national basis.

Money for the demonstration projects comes in part from the General Fund and must be appropriated by Congress before it becomes available to the states.

Funds authorized for fiscal year 1979 (ending Sept. 30, 1979) total $70 million, with $90 million for fiscal 1980, and $100 million each for fiscal years 1981 and 1982. These authorizations are sharply higher than in the past.

National crossing inventory

In 1970, the railroad industry and the Department of Transportation initiated an in-depth investigation of the problem of providing increased highway safety at public and private highway-railroad crossings.

This investigation evolved into a national highway-railroad crossing inventory and numbering

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How BN cuts crossings accidents

The National Transportation Safety Board, in its report on the accident, recommended a nationwide cooperative campaign to improve safety at grade crossings. This fall a series of meetings across the nation will push Operation Lifesaver to representatives of government, railroads, safety groups and other agencies.

"Operation Lifesaver really works — it saves lives," said Ashton of BN. "After the program was held in Idaho, crossing fatalities declined 39 percent; in Nebraska 46 percent, and in Georgia, 63 percent. But it has to be an ongoing thing — some states that experienced fewer accidents found that they went back up again after the Operation Lifesaver campaign ended."

Started in 1972

Since 1972, railroads such as BN, which has a tenth of the nation's 220,000 public railroad crossings on its system, have taken Operation Lifesaver into 17 states, working with the news media, public safety officials, schools and volunteer groups. The new national effort is led by the Association of American Railroads; Amtrak, the passenger train agency, and the National Safety Council.

Progress has been made in rail crossing safety, the AAR points out. In 1977, a total of 941 persons died in crossing accidents, the lowest figure since such record keeping began in 1920. "But grade crossing accidents still account for about 65% of all railroad-connected fatalities," the association says.

Three E's Stressed

Basically, Operation Lifesaver stresses three E's — education, engineering and enforcement. News stories, ads, bumper stickers and film and talk sessions are among the educational tools used. Railroad volunteers, from locomotive engineers to clerks, appear before various groups to show safety films and answer questions. For example, BN personnel made 26 presentations before more than 3,000 persons in Illinois alone last year.

Education — constant, repetitive variations on the theme, "stop, look and listen!" — is important because drivers simply become complacent and careless, particularly when a crossing is familiar to them.

"The principal cause of rail crossing accidents is the failure of (drivers) to stop or to exercise due care and caution, or to observe and comply with existing safety laws and regulations," an Interstate Commerce Commission report said.

Nearly 40% of those killed in 1977 died at crossings with gates or signals, which were working in 97% of the cases, and 54% of the fatalities occurred at crossings marked by signs, according to the Federal Railroad Administration.

Strict law enforcement to discourage drivers from ignoring signals or driving around gates is another

project, which was completed in 1975. Information has been computerized by the Federal Railroad Administration, providing a data bank that gives a profile of every highway-railroad crossing in the country. The total is about 403,000 crossings, including private road crossings.

The profile identifies each crossing by number, gives its location and tells whether it is a public or private crossing. For public crossings at ground level, the file also contains a description of the type of existing warning device, the volume of highway-railroad traffic utilizing the crossing, and other data. The inventory is continually updated and has been merged with the FRA's grade crossing accident file.

The inventory and numbering project, costing about $4 million, was one of the largest cooperative programs ever undertaken by DOT and private industry. It is paying off by providing an extensive and accurate data base for use by state and local authorities in identifying crossings in the greatest need of safety improvements so that maximum benefits can be realized from the federally funded programs now available.

The inventory represents an important forward step in improving grade crossing protection — a problem that has grown tremendously with the increase in traffic on the nation's streets and highways.

It is vitally important to each state that this crossing inventory be kept up to date for several reasons:

- It forms the communications link between state departments of transportation, railroads, Federal Highway Administration, Federal Railroad Administration, state and local police, local government, and other parties involved in highway safety.
- Since most states use the inventory as the data base for calculating hazard indices, it is very important that the inventory be kept current so that the crossings most in need of improvement are done first.
- The apportionment of crossing safety funds is now based, in part, upon the number of crossings in each state.
- Federal agencies (specifically FHWA and FRA) continue to use the crossing inventory in safety related research efforts and for national program planning and evaluation. Both these applications

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goal of Operation Lifesaver. The ICC called enforcement of existing laws "woefully weak."

Funds available

Engineering involves the physical improvement of a crossing by installation of active warning devices such as automatic gates, lights, etc. Operation Lifesaver activities include spreading the word about how to get money for such work.

"The Surface Transportation Act of 1978 allocation of $760 million by the Federal Highway Administration to states is for crossing safety projects, for fiscal years 1979 through 1982," says Donald D. Thomas, BN's director of public works planning. "Communities with crossing project proposals should contact their state highway agency to apply for funds."

Under law, "road authorities" of state and local governments are responsible for determination of need and selection of crossings for warning devices, Thomas explained. "The railroad is responsible for the installation and maintenance of the equipment. Advance warning signs and pavement markings also are the responsibility of the road authority." The cost of signal maintenance on the BN system ran to more than $5 million last year, he added.

Sensors, Predictors

Newer type signals, Thomas said, should help combat accidents by simply reducing the waiting time frustration that many drivers feel at crossings. Most existing gates and lights, he said, are activated by detection of a train in signal circuits near the crossing.

"It doesn't make any difference if the train is stopped or how fast it's going, the mechanism is activated. A train may be going 60 miles per hour and reach the crossing quickly, or going 10 miles per hour and take a couple of minutes or so, or it may stop for a longer period." In the latter cases, a fuming driver may be tempted to go around the gate or buck the red lights.

Newer type signal installations have sensoring devices that detect motion so if a train activates signals and then stops, the signals will shut off and gates go up, Thomas said.

"We also are using predictors, which sense not only motion but speed, so if you have a 5 mile per hour train the predictor will start the signals at a minimum of 20 seconds (the desired lead time) prior to the train reaching the crossing, based on the 5 mile per hour speed. It will establish the same interval for a 60 mile per hour train. In recent years virtually all crossing signals have been of the sensor or predictor type."

In 1978, BN installed 230 traffic control devices at crossings on its system — more than double the 1976 figure — and expects to put in about the same number this year, Thomas said. Average cost per installation is more than $60,000.

Nationally, about 3,500 grade crossing traffic control signal systems are expected to be installed this year, continuing at that rate through 1981.

affect all parties — state, railroads, local government and the driving public.

Altogether there are approximately 220,000 public highway-railroad grade crossings in the United States.

In 1972, the Department of Transportation, in a report to Congress, recommended that a 10-year program be initiated to improve safety installations at a total of 30,000 crossings, where accident rates had been highest.

Congress, in passing the Highway Safety Act of 1973 and expanding upon it in the acts of 1976 and 1978, responded to this recommendation by providing the new sources of funds for crossing safety projects throughout the country.

The amount of money authorized is not huge, considering the magnitude of the overall job to be done and the fact that the money must be spread over the entire country. But it represents landmark changes in federal policy by recognizing more emphatically than ever that crossing safety is a public responsibility and that federal money should be made available to help local communities solve crossing safety problems, whether on the federal-aid highway system or off the federal-aid system.

The enthusiasm with which local and state officials respond in planning and implementing highway-railroad crossing projects may well determine the future scope of the program.

During the 1960's, fatalities at highway-railroad crossings increased alarmingly as highway traffic increased. States and railroads became concerned and applied what limited resources were available to improve safety at the crossings, but it was clear that a national program was needed.

The peak was 1967. Since then the fatality rate at highway-railroad crossings has declined in response to the countermeasures employed by states, railroads, and the federal government. In fact, between 1967 and 1977 fatalities at highway-railroad crossings declined 44 percent, resulting in a saving of 674 lives per year. This success occurred during a period in which exposure at crossings increased 31 percent.

Motorist survives train collision; tells others how to avoid accidents

Usually the rail-highway crossing accident has a tragic ending—people killed. But in one Texas accident, the motorist survived and tells her story as part of an active Operation Lifesaver campaign in that state. Here is an eye-witness account written by Tom Murphy, assistant regional manager public relations, for the Santa Fe at Dallas, TX. Our thanks to Bill Burk vice president public relations, Santa Fe, for use of pictures and text from the Santa Fe magazine.

Jennifer Ann Curry has changed a negative into a positive.

As a 17-year-old high school senior a year ago, Jennifer was a car-train accident victim, badly cut, bruised, within a lash of losing an eye as she was rushed to the hospital.

Today, the attractive 18-year-old Texas Tech

June conference to wage war on crossing accidents

Accidents at rail-highway crossings in the U.S. in 1978 totaled 12,435, up 1% from the previous year. According to the Federal Railroad Administration, 1,021 people were killed in these accidents in 1978, an 8% increase over the 1977.

How to improve safety at these crossings will be discussed at the 1980 National Rail-Highway Crossing Safety Conference to be held June 17-19 at the Hyatt-Regency Hotel in Knoxville, TN.

Supporting the theme of "Present Programs and Future Directions" will be experts from national, state and local levels including legislators, government officials, law enforcement officers, educators, union officials, railroad company executives and the railroad supply industry officials.

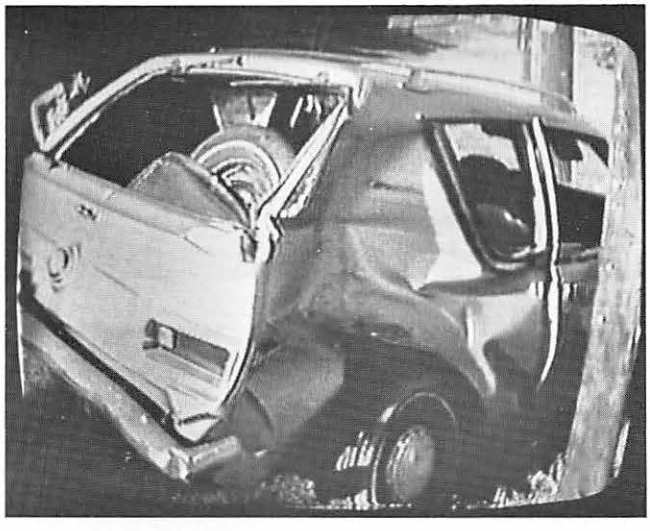
Six sessions of the Conference will focus on: (1) national views of crossing safety; (2) administrative and legal concerns; (3) coordinated planning and project scheduling; (4) community relations; (5) driver considerations; and (6) present programs and future directions.

In addition, four workshop sessions will deal with the U.S. Department of Transportation handbooks, Operation Lifesaver programs, hazard predictions at crossings, and legal/liability concerns.

Among the sponsoring organizations are the Federal Railroad Administration, the Federal Highway Administration, The Association of American Railroads, the Railway Progress Institute, the National Safety Council, the Transportation Research Board, and the Transportation Center of the University of Tennessee.

Registration cost of the 3-day conference will be $60. More details will be published later.

Curry's auto rests against power pole at grade crossing equipped with flashing-light signals and bells in Duncanville, TX. Santa Fe freight train in the background struck Curry's car. Photo by Ken Hardin of the Duncanville Suburban.



Videotape shots of Jennifer Curry carried on a stretcher to a waiting ambulance and her wrecked car (left) were shot by Jack Cunningham, KDFW-TV cameraman, who had been riding in the locomotive cab of the Santa Fe freight train.

University freshman has become a dramatic and unique spokesperson for grade crossing safety.

The story begins Friday, October 27, 1978, a date this writer will never forget. I was riding Santa Fe Freight Train 2562-BG-1, en route from Cleburne to Dallas, with Reporter Dave Tracy and Cameraman Jack Cunningham of KDFW-TV in Dallas.

Ironically, the Channel Four news team was riding the lead unit to show how motorists take chances at crossings. It was all part of our Operation Lifesaver effort during Texas Grade Crossing Safety Week.

We boarded the train at Duncanville at about 4 p.m. Two blocks later — at the Camp Wisdom Road crossing, which was protected by flashing red lights and bells — we hit the sub-compact car driven by

Jennifer, who was the lone occupant. Needless to say, all of us were badly shaken by the event.

R. P. (Rip) Benson, then trainmaster at Fort Worth, accompanied us that day. Observing Jennifer's auto approaching from the left, Benson could tell that she did not see the train; he yelled, "Watch it, watch it! Plug it!"

Engineman G. A. Whitlock immediately moved the brake handle into the emergency position. But it was not in time to avoid crashing into Jennifer's car. As the train consisted of few cars and was going only 20 miles per hour, the lead unit did come to a stop just beyond the crossing. Jennifer's car was traveling about 15 miles per hour.

She never saw or heard the train. As the young lady from nearby Ovilla recalled later, she had put a tape in her tape deck and turned it up "full blast."

With his presence of mind backed by 20 years' experience, Rip Benson started an emergency transmittal on the radio. He told the Santa Fe operator in Dallas the details; the operator notified the Duncanville police. The police and an ambulance were on the scene within minutes.

Benson helped direct the removal of Jennifer from her car, which had come to rest against a telephone pole. She was placed on a stretcher and taken by the ambulance to Parkland Hospital in Dallas.

"She was badly cut," Benson recalled. "It appeared that her right eye was gone."

All the above-mentioned events were captured on soundtrack videotape by Cameraman Cunningham.

After Jennifer Curry was taken to the hospital and information was given to the police, the train continued on into Dallas. Cunningham got several shots of motorists who deliberately raced the train to crossings, sometimes beating it by only a matter of feet. The entire report, narrated by Dave Tracy, was carried on Channel Four's six and ten o'clock news that night.

Luckily, Jennifer did not lose her eye and had no permanent injuries. She did have several bad cuts, including the one below the right eye. A plastic surgeon performed a remarkable job on her face, and is now giving her the finishing touches — to make her as good as new.

The twist of fate, or whatever you choose to call it, that Jennifer's accident was recorded on videotape provided the spunky young lady with a unique opportunity to help the grade crossing safety effort sponsored by Operation Lifesaver.

When approached by the Texas Operation Lifesaver committee to make a TV public service announcement, Jennifer replied without hesitation: "I'll do it."

She added: "I don't see how anyone can blame a train for a crossing accident."

KDFW-TV was also quite enthusiastic about the project. In August, Jennifer recorded two spots in their studios — a 30-second and a 60-second version. The Texas Operation Lifesaver committee is taking the spots to TV stations throughout the state for Grade Crossing Safety Week (October 21-27).

A living symbol of the importance of practicing safety at rail-highway crossings is Jennifer Curry, who during Grade Crossing Safety Week in Texas holds an Operation Lifesaver bumper sticker.

Later perhaps, they will be played across the entire nation.

Using the startling videotape footage, she in effect narrates her own accident, making clear that this is "... not play-acting." She explains, "The irony was that a Dallas news team was riding this Santa Fe locomotive to show how people take chances at grade crossings. They got some once-in-a-lifetime shots."

Jennifer then comes back on screen and states:

Rail-Highway Crossings Equipped with Automatic Warning Devices on U.S. Railroads

Railroad	Gates	Canti-Levered Flashing Lights	Standard Flashing Lights	Hwy.Sig. Wigwags Bells
Amtrak	45	0	12	0
Atchison, Topeka & Santa Fe	1154	397	1227	316
Baltimore & Ohio	223	225	961	44
Bessemer & Lake Erie	21	1	24	0
Boston & Maine	175	11	279	33
Burlington Northern	741	302	1672	185
Chesapeake & Ohio Railway	285	145	750	16
Chicago & North Western	426	184	1301	482
Chicago, Milwaukee, St. Paul & Pacific	238	191	1027	159
Chicago, Rock Island & Pacific	426	132	697	53
Clinchfield	6	0	21	3
Colorado & Southern	4	17	56	9
Consolidated Rail Corporation	1672	403	4074	296
The Estates — Crossings on lines not merged into Consolidated Rail Corporation or not yet identified as belonging to Consolidated Rail Corporation.	359	174	1577	127
Delaware & Hudson	148	6	154	8
Denver & Rio Grande Western	34	24	190	2
Detroit, Toledo & Ironton	16	16	93	0
Duluth, Missabe & Iron Range	5	0	43	0
Elgin, Joliet & Eastern	71	6	70	1
Florida East Coast	397	28	121	0
Fort Worth & Denver	14	55	51	0
Grand Trunk Western	254	62	304	11
Illinois Central Gulf	404	169	1181	191
Kansas City Southern	22	64	237	10
Long Island Rail Road	273	0	29	0
Louisville & Nashville	346	148	1328	48
Missouri-Kansas-Texas	53	103	258	58
Missouri Pacific	399	419	1532	60
Norfolk & Western	524	192	1480	147
Pittsburgh & Lake Erie	18	0	10	2
St. Louis-San Francisco	118	183	591	46
St. Louis Southwestern	58	50	188	0
Seaboard Coast Line	996	476	1099	22
Soo Line	72	52	506	27
Southern Pacific	2265	368	1189	501
Southern	453	245	1282	39
Union Pacific	380	206	649	90
Union Railroad	3	5	9	0
Western Maryland	25	14	119	11
Western Pacific	158	24	79	18
Total All Railroads	14000	5513	28778	3244

Source: Federal Railroad Administration

"Why am I telling you this? Because the victim you saw was me. I made a mistake, but I was luckier than some. Don't you make that same mistake. Don't risk your life. Obey the signs and rules at railroad crossings."

The Texas Operation Lifesaver program is sponsored by railroads serving the state, the Texas Safety Association, rail unions and various state agencies. Operation Lifesaver State Chairman Arthur Ziev, administrative assistant for Houston Belt and Terminal Railway, is spearheading an all-out media blitz during the 1979 Grade Crossing Safety Week.

Projects include the Jennifer Curry announcement, other TV and radio spots, editorials, a State Fair of Texas exhibit, interviews on TV and radio talk shows to bring the Operation Lifesaver message to the general public.

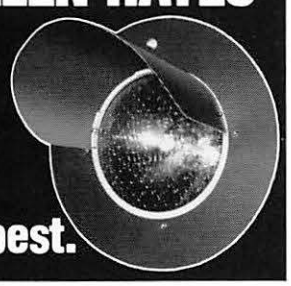
The essence of the Jennifer Curry story is that an 18-year-old girl had the courage to face a large television audience, narrate her own accident, and state: "I made a mistake. Don't you make that same mistake . . ." so that others might live — or avoid serious injury.

That is what Operation Lifesaver is all about.

WESTERN-CULLEN-HAYES

12″ Lights

When you are required to use a 12″ Light, use the best.



Take advantage of Western-Cullen-Hayes' many years of experience and reputation for quality products— grade crossing equipment is our business.

W-C-H Type 975 12″ lights were designed and built by combining many years of knowledge and experience in manufacturing signal lights and a thorough familiarity with today's grade crossing requirements. They can be made to fit all standard flashing light signal mounting hardware, and will accommodate any standard crossing signal bulb. More important, W-C-H has damage resistant polycarbonate roundels for mast, cantilever arm and back lights. These are available with a 20°/10°, 30°/15°, 20°/32° or 70° deflections. And, W-C-H is the only company that offers all four.

Write or call your W-C-H representative for more information.

WC Hayes

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Canadian railways launch Operation Lifesaver

The following is excerpted from Canadian National's "Keeping Track" employee magazine. Our thanks for permission to make use of the information.

December 1 to 7 last year was Safe Driving Week in Canada. The Canadian Railway Association found it an excellent time to point out the danger of not paying attention when driving across railway crossings.

Even though rail-crossing accidents account for only one per cent of all highway accidents, the fatality rate for these accidents is 10 per cent and the injury is 50 per cent.

At Canadian National a system-wide "near miss" program has been launched. Train crews are asked to report the license plate numbers of drivers who take unnecesary risks at level crossings. These numbers are then tracked down by the authorities and the drivers informed of the risks they ran by their actions.

In the St. Lawrence region alone, there were 152 level-crossing accidents last year resulting in 21 deaths and 54 injuries. This CN region has launched a safety program aimed at school buses. School boards have been asked to supply data on bus routes involving private level crossings not equipped with warning bells, flashing lights or gates. Response was heavy and steps have been taken to make these crossings safer for buses to use.

Jacques Gauthier, regional manager operations, says that studies show that most victims of level-crossing accidents live within a 25-mile radius of the crossing site and drive across it on a regular basis.

"We can only suppose that they have become so accustomed to the level crossing they forget to practice caution and don't bother to stop and check to see if a train is coming.

"One victim of just such an accident told me he didn't bother to check the track because it was only 11 o'clock and the train normally passes there only at 5 o'clock. Unfortunately for him, this time there was a train at that early hour."

CN like its neighboring Canadian and U.S. railways is trying to get the message across to motorists to listen and look both ways down the track at level crossings. If in doubt, stop first before proceeding over the railway tracks.

Operation Lifesaver is alive and well in Canada as it is in the United States.

General chairmen meet

Improved service to members will result in the full implementation of the headquarters new computer system was the message of Secretary-Treasurer W. D. "Dink" Best to the assembled general chairmen. Shown here (left to right) are Vice Presidents John E. Hansen, John T. Bass and Charles S. Chandler. President Bates is at Chandler's left.

Signal inspections are the topic of conversation between Thomas C. Fernandes, (left) signal & train control specialist, FRA; and W. W. Lauer, grand lodge representative.

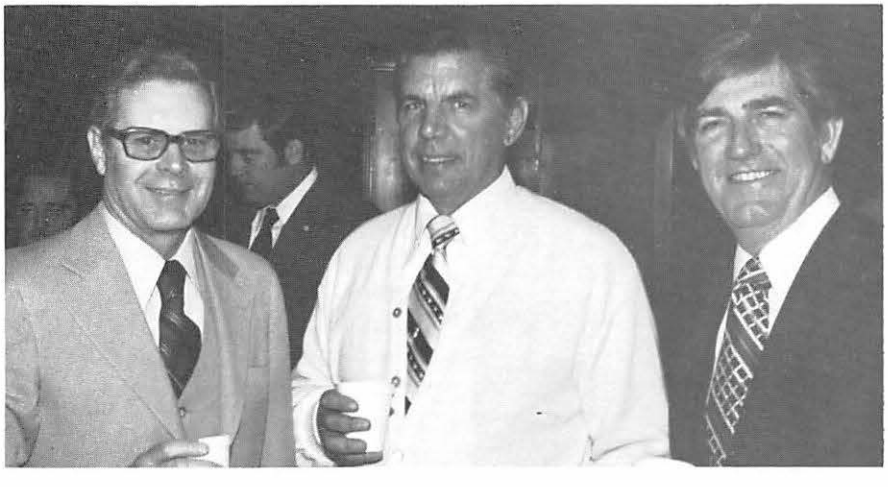
Safety programs of the Federal Railroad Administration were described by Joseph W. Walsh (standing), associate administrator for safety, FRA. At left is Charles S. Chandler, vice president, and R. Thomas Bates, BofRS president.

Enjoying a coffee break are Willis Abner (left) executive assistant general chairman, ConRail; and Jake Sharpe, director of railroad safety, Chicago region, Federal Railroad Administration.

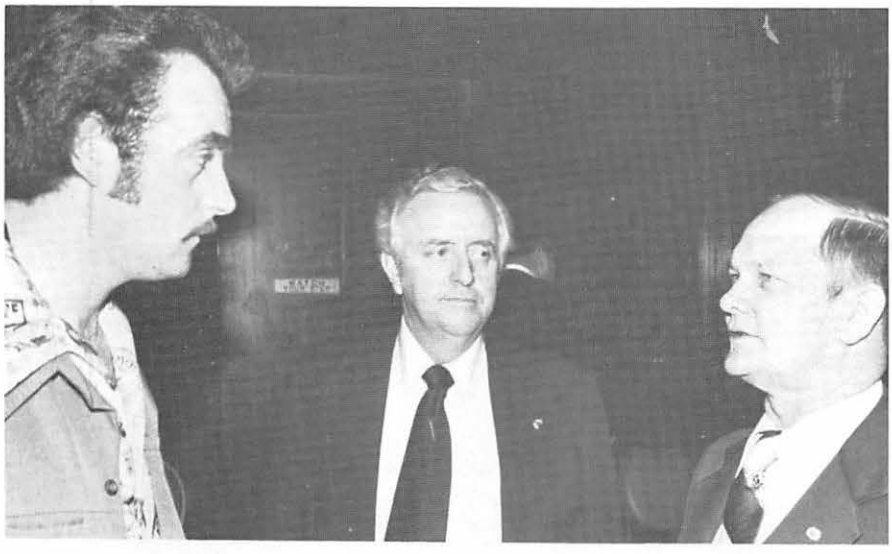
Railroad Retirement Board activities were discussed by Charles J. Chamberlain (left) labor member, and Emil Banjevic (right) assistant to the labor member, shown here during a question and answer period which was led by R. Thomas Bates (center) BofRS president.

ConRail and other negotiations were discussed by President R. Thomas Bates (standing) at the general chairmen's meeting last year. Also shown here are (left to right): W. D. "Dink" Best, secretary-treasurer; M. B. "Pete" Frye, vice president; and Walter W. Altus, Jr., vice president. Frye spoke about the local chairmen training programs, while Altus spoke about handling of cases before the National Railroad Adjustment Board.

Enjoying a coffee break are Herbert K. Jackson, general chairman, Monon; Leo T. Davies (center) general chairman, Milwaukee Road; and William P. Glavey, general chairman, Reading.



Coffee time found these three signalmen waiting for the TSJ camera. Left to right are: John T. Bass, vice president; Val Van Artsdalen, general chairman, Southern Pacific-Western Pacific-Missouri-Kansas-Texas-Texas Mexican, and Billy Joe Woodruff, general chairman, Illinois Central Gulf-Peoria & Pekin Union-Toledo, Peoria & Western.



Conversation during a break found Charles Cleghorn (left) general chairman, Baltimore & Ohio Chicago Terminal; talking with Harvey H. Parker (right) general chairman, Chesapeake & Ohio-Grand Trunk Western-Indiana Harbor Belt-Chicago & Western Indiana. Pete Frye (center) was an interested listener.

Listening intently is John W. Hogan (left) general chairman, Long Island, as Witt B. Harwell, Jr., (center) vice president, speaks; and A. G. "Tony" Cunningham (right) trustee, listens.

"A laugh is relished now and then by the best of men," said the famous "Anon." W. D. Best (center) enjoys the humor of this conversation including Ernest G. Munday (left) general chairman, Port Authority Trans-Hudson; and John E. Hansen (right) BofRS, vice president.

Interested in a Detroit view is James A. Kistler (left) assistant general chairman, ConRail; as he listens to G. L. "Sam" Bass, general chairman, Detroit, Toledo & Ironton-Detroit & Toledo Shore Line.

Fellow easterners get a chance to chat; Joseph W. Walsh (left) associate administrator for safety, FRA; talks to Carl T. Heitzman, general chairman, Lehigh Valley.

Speaking of money, W. D. Best (left) secretary-treasurer, BofRS, is talking to William A. Class, Jr., general chairman, Burlington Northern.

Interest in signal inspections is shown by George G. Gross (left) general chairman, Seaboard Coast Line, as he listens to Jean U. Chrisman, FRA director of the office of safety program.

Caught in the act of speaking is John R. McDonald (right), general chairman, Baltimore & Ohio-Western Maryland-Bessemer & Lake Erie-Pittsburgh & Lake Erie. His listener is Donald Murphy, general secretary-treasurer, ConRail.

Canada meets the South. Roger E. McCaughan (left) grand lodge representative, from Winnipeg, Manitoba, chats with Roy B. Flowers, general chairman, Louisville & Nashville, who is from Bowling Green, KY.

Signal Training Bulletin

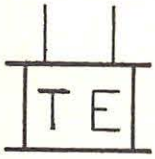
COMMITTEE G: Education & Training
Communication & Signal Division, AAR

C-12 Time Element Relays—Motor and Electromagnetic

Approved October 1973

Definition: Time Element Relay: A relay which will not close its front contacts or open its back contacts, or both, until the expiration of a definite time interval after the relay has been energized.

Symbol:



Description: The motor type of time element relay described is of simple construction and contains a constant speed motor with enclosed gear train, a pair of holding coils and a calibrated timing gear wheel with a check and timing contacts. The electromagnetic type time element relay has two operating coils and two small auxiliary coils. The time interval is obtained by the oscillating motion of the oscillating armature which is converted to a rotary motion by means of a ratchet wheel, and pawl which drive a set of planetary gears.

Figures 1(a) and 1(b) illustrate a motor and electromagnetic time element relays.

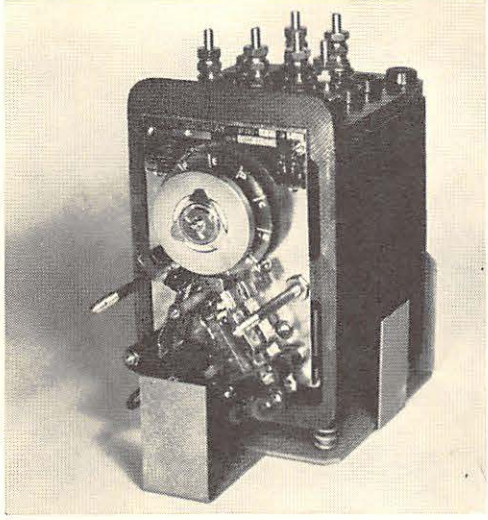


Figure 1 (a): Motor-operated time-element relay.

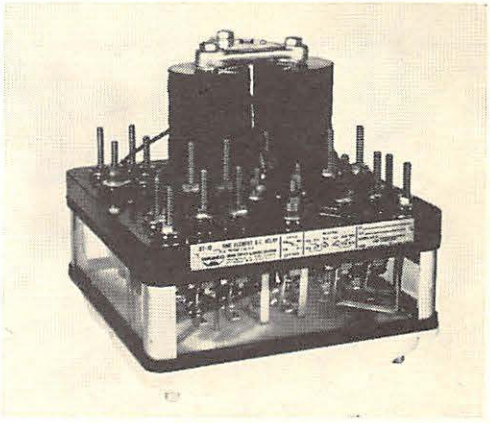


Figure 1 (b): Electromagnetic time element relay.

Purpose and Application: The motor of electromagnetic operated time element relays are used in approach timing at interlockings, automatic interlockings, highway crossing signals, or any other application where accurate, dependable timing is required.

Various railroads use time elements for train speed timing in conjunction with highway crossing signal approach starts. This practice requires a very accurate timing device. Basically, circuits provide for a separate start for maximum speed trains and lower speed trains by means of a timing section which initiates the start of a timing relay. This timing section is in approach to maximum speed start and if a train uses more time moving through this timing section than the time calculated for such movement by a lower speed train, the timing relay completes its cycle of operation and energy remains on the approach control circuit.

At interlockings, lift bridges, and ctc (centralized traffic control) control points, time element relays are normally used for time locking. After initially clearing a home signal over a route and then restoring this same signal back to stop, without a train movement, provision must be made so that the original route cannot be changed until a pre-determined time cycle has expired. This prevents the throwing of a switch or clearing a conflicting signal in front of an oncoming train that has passed a clear approach signal expecting to find the home signal displaying an aspect other than stop.

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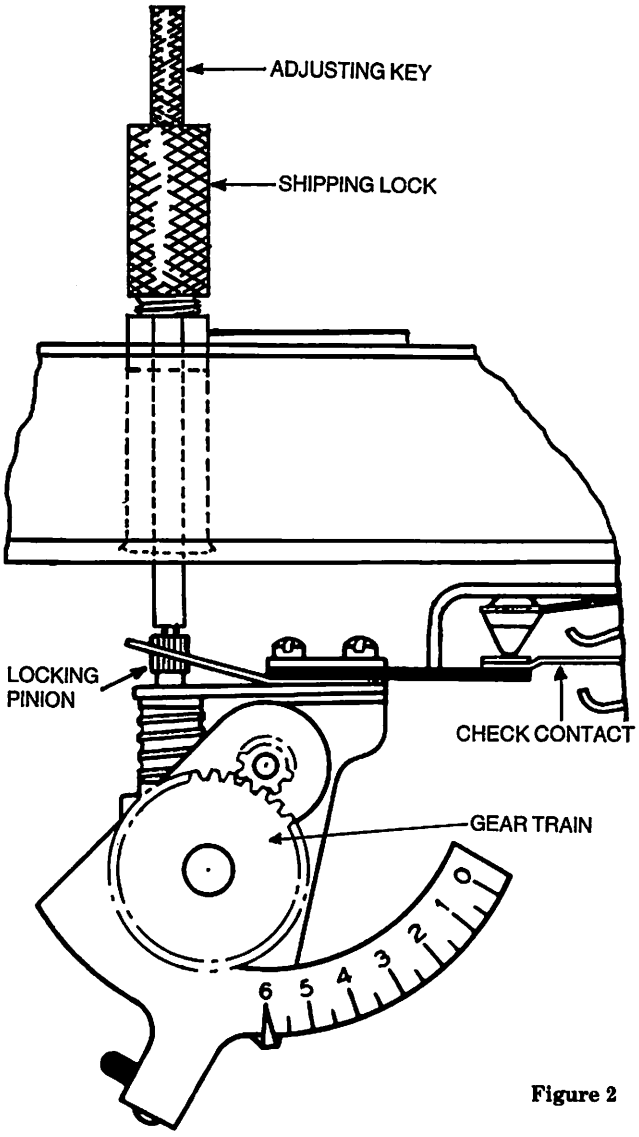

Figure 2

General Information: Only designated personnel should change the setting of a time element relay.

Figure 2 shows the adjusting key in position to adjust the time setting for an electromagnetic time element relay. The adjustment is held by the teeth on the locking spring engaging the teeth of the locking pinion. After the time has been adjusted, the key and cap assembly are removed, the key inverted, and the assembly returned to its position where it must be sealed.

Time settings for motor operated time element relays are obtained by positioning the moveable portion of the timing contactor in the following matter:

The circumference of the calibrated timing gear wheel is provided with gear teeth which are engaged by the intermediate gear when the holding coils are energized. It is through this engagement that the timing motor drive is transmitted to the check and timing contacts. The greater the distance the intermediate gear has to travel along the circumference of this wheel, the greater the length of the operating time before the timing contact closes. Hence, adjusting the position of the movable portion of the timing contactor along the circumference of the timing gear wheel shortens or lengthens this distance and correspondingly decreases or increases the operating time. The calibrations are clearly visible through the transparent cover.

Detailed Operation: Figure 3 illustrates the motor type time element relay. Applying energy to the control wires starts the constant-speed motor, energizes the holding coils, and picks up the armature. This connects the motor, through a gear train, pinion and intermediate gear, to the calibrated timing gear wheel. This wheel carries two contact arms which move with the rotating wheel. One contact arm opens the check contact to prove the relay is energized and the other closes the timing contact when the operating time has elapsed. This second contact arm also opens the motor contact when the time has elapsed. The timing gear wheel remains, with the timing contact closed, until the armature is de-energized.

Upon de-energization, the armature drops and disengages the intermediate gear from the timing gear wheel, permitting the timing gear wheel to restore to normal, opening the timing contact and closing the motor contact and check contact. A time delay is imposed on the drop-away of the armature by copper slugs on the core to bridge the change of its control circuit from a front to a back contact or vice-versa of ordinary acting relays in its control circuit.

The check contact is open from the start of rotation of the timing gear wheel until its full return to normal, providing a check on the relay operation.

Positive armature drop-away and consequent disengaging of the intermediate gear from the timing gear wheel at time of relay de-energization is assured by the adequate dead-weight armature torque that is provided. The timing gear wheel is returned to its normal position and held there by means of a spiral-coiled spring. To prevent rebound and consequent re-opening of the check contact at time of being made, a mechanical snub is provided.

The contactor is solidly attached to, but insulated from the timing gear wheel. As the check contact opens slowly, it is not to be used for interrupting high voltage circuits, and in the case of low voltage circuits it should not be used to open circuits carrying more than 0.5 ampere.

Figure 3 illustrates a schematic operational diagram of a motor operated time relay.

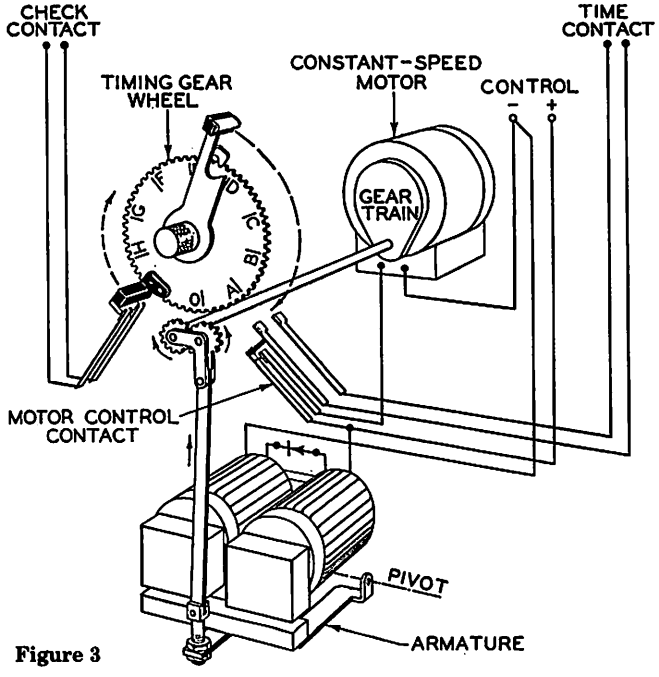

Figure 3

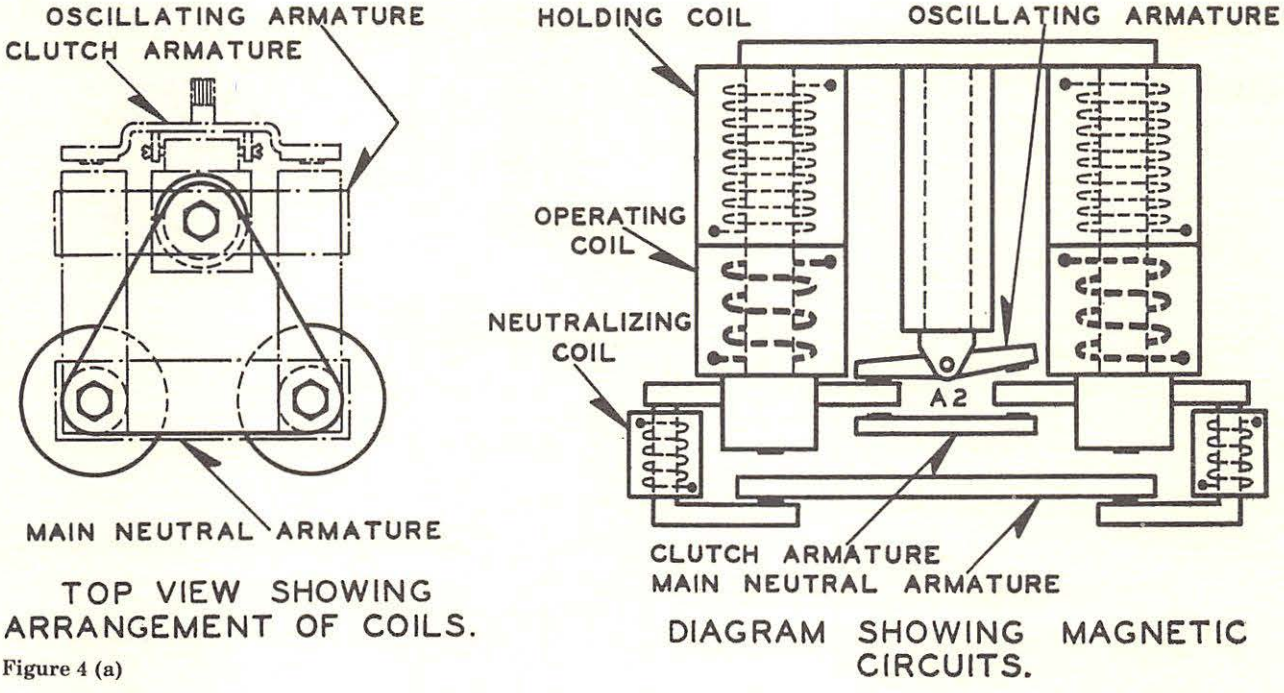

Figure 4 (a)

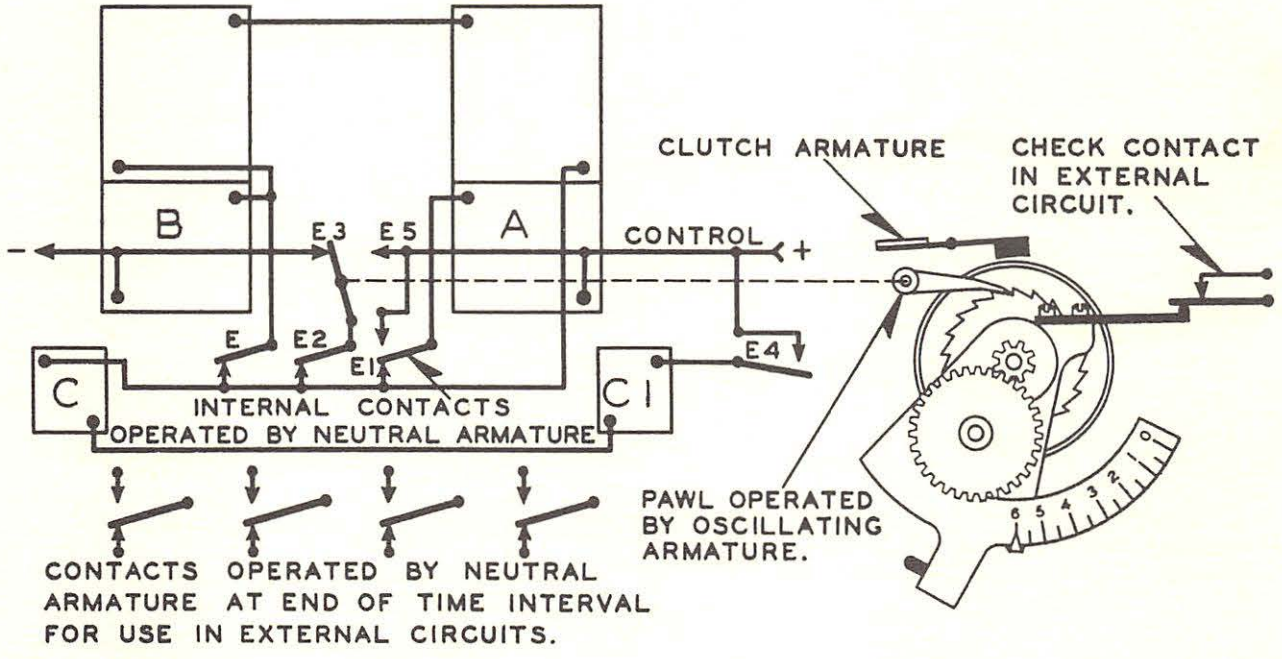

Figure 4 (b)

Figures 4(a) and (b) illustrate the electromagnetic time element relay. Applying energy to the control wires starts the oscillating motion of the oscillating armature, which is converted to a rotary motion by means of a ratchet wheel and pawl which drive a set of planetary gears. The planetary gears are so arranged that when power is applied to the relay a part of the main flux is used to operate a clutch which engages the stationary gear of the planetary system. The operation of the clutch permits the remainder of the planetary system to rotate about the stationary gear until it closes a contact which energizes the auxiliary coils and permits the neutral armature to pick up. When the pick up of the neutral armature occurs, auxiliary contacts are opened, stopping the action of the oscillation armature.

The planetary gear is so arranged that when energy is taken off the clutch holding the stationary gear it releases and allows the gear train to drop to the normal position. A check contact which is closed when the gear train is normal provides a means of indicating that the relay is in proper condition for the next operation.

Figures 4(a) and (b) illustrate the schematic operational diagram of an electromagnetic type operated time relay.

Notes

Canada listens intently to the U.S.: John E. Platt, vice president of the BofRS for Canada, listens to Henry S. Gerth, general chairman, Chicago & North Western-Rock Island-Green Bay Western.

Missouri Pacific signalmen gather to look at material from Witt B. Harwell, Jr. (left) vice president. From Harwell, left are: William D. Corn, general chairman, Missouri Pacific; Morris E. Hyde, general chairman, Chicago & Eastern Illinois; and David B. McCarty, general chairman, Texas & Pacific.

Listening to Charles S. Ridgeway, Jr. (left) general chairman, Elgin, Joliet & Eastern, is Vice President John E. Hansen.

Chicago area signaling is the subject of discussion between Walter W. Altus, Jr. (left) vice president; and Charles Cleghorn, general chairman, Baltimore & Ohio Chicago Terminal.

An interested listener to this conversation is Charles R. Vaught, (center) general chairman, Southern-Central of Georgia-Atlanta & West Point-Georgia-Kentucky & Indiana Terminal. At left is Henry S. Gerth general chairman, North Western-Rock Island; and Robert F. Richardson, assistant general chairman and general secretary-treasurer, Burlington Northern.

Another break found C. D. Bradshaw (left) general chairman, St. Louis-San Francisco, talking with W. D. Best (center); and John T. Bass, vice president.

The hand of friendship was extended to W. D. Best (right) by V. Joseph Sartini (left) general chairman, Norfolk & Western; when in conversation with Richard R. Van Vacter (center) general chairman, Santa Fe-Denver & Rio Grande Western-Kansas City Southern.

Signal inspections carried out by the Federal Railroad Administration were discussed by Jean U. Chrisman, director, office of safety programs.

Conducting the general chairmen's meeting was R. Thomas Bates (standing), president, Brotherhood of Railroad Signalmen. W. D. Best (seated) secretary-treasurer, discussed advancements made in the Brotherhood's use of its headquarters computer.

A break gave members a chance to talk. C. S. Chandler (left) vice president, listens to George G. Gross, general chairman, Seaboard Coast Line.

Enjoying a humorous conversation are (left to right): Virgil M. Speakman, Jr., grand lodge representative; William A. Class, Jr., general chairman, Burlington Northern; and W. W. Lauer, grand lodge representative.

Coffee break provided the TSJ camera an opportunity to get a picture of Morris E. Hyde (left), general chairman, Chicago & Eastern Illinois; and Jerry Tennis, general chairman, Kansas City Terminal.

Enjoying a break in the general chairmen's meeting are (left to right) V. Joseph Sartini, general chairman, Norfolk & Western; Bernard E. Britcher, general chairman, ConRail; and George A. Harrington, secretary, Grand Board of Trustees.

Break time brought ConRail assistant general chairmen together with President Bates. From the left, are: Richard J. Szprygada, James A. Kistler, Bates, and William A. Radziewicz.

duty must be certain that such use will not affect the

and management as being unwarranted, regressive,

Employee assistance programs are

can be encouraged to check each other's brushing," she suggested. "Let them brush together, as long as they don't splash water all over the bathroom."

Disclosing tablets and solutions can help with such dental detective work. They color and reveal the enemy, plaque, and invisible bacterial film on the teeth. Disclosing plaque before brushing and flossing gives children something to go by in cleaning their teeth. Done afterwards, it shows how effective the cleaning job was.

"When parents are home," says Dr. Shawaf, "you can also ask the kids to check on how well you're brushing. This gives them a good feeling, a feeling of being responsible. They also realize if it's something Mom and Dad have to do, it really must be quite important."

"The seeds of low self-esteem can be sown very early in childhood," says James Dobson, Ph.D., Associate Clinical Professor of Pediatrics at the University of Southern California School of Medicine. "Lack of self-esteem produces more symptoms of psychiatric disorders than any other factor yet identified."

Dr. Dobson suggests there are positive steps adults can take to help the important youngsters in their lives start out on a more self-confident footing.

Most kids are ordinary, just like us, he said in an interview. They have oversized needs to be loved and accepted just as they are, even if their ears stick out, or they are too fat or thin, or have trouble learning in school.

"The fundamental skill required of anyone who handles children," he believes, "is learning to get behind the eyes of a child — to feel what he feels and know what he's experiencing. In general, children are particularly sensitive about their physical attractiveness and their basic ability or intelligence. Anything which makes them feel ugly or dumb, or embarrasses them in front of others, tends to weaken self-esteem."

When important adults in a child's life are disappointed in him, a child soon knows. If adults learn to recognize their own attitudes, this, in itself, is a big step in dealing with them.

"Children need to feel both loved and respected," Dobson continued. "You can love them enough to die for them and yet not view them with respect."

"When your child speaks in front of company, do you tend to jump in and explain what he's trying to say? Or laugh nervously? Or send him away? Does your youngster get the impression you find it a difficult task to make him look attractive? Children are amazingly preceptive at 'reading' the emotional messages behind our words and actions."

Dobson believes another key to healthy parent-child relationships is found in a balance between love and control, shaping the will without attacking the spirit or self-worth. Not long ago he wrote a book on self-esteem in children, "Hide Or Seek" (Fleming H. Revell Company, 1974). In it he quotes a statement by child psychologist Dr. Joseph Bobbitt:

"There have been studies showing that the child who has the lowest self-esteem is the one who isn't permitted to say anything at the dinner table. The one with the next lowest image of himself is the child who is allowed to dominate the conversation. Highest on the list is the youngster whose parents tell him, 'Yes, you can speak up — when it's your turn.' "

"You can make something respectful out of each child's position in the family," Dobson points out. "Maybe the younger one has fewer responsibilities, but the older one has more privileges. Making each child feel loved and important can also help counteract feelings of displacement when a new baby comes."

"In the school situation, as I said in Hide Or Seek, I'm convinced that self-esteem has more frequently been assassinated over reading problems than any other aspect of school life. If your child isn't learning to read in the classroom, investigate the variety of creative approaches which might be available elsewhere."

Children may miss other skills without stress, he adds, but they remember events having to do with their self-worth. When they're constantly compared to those who do it better or faster, or who are prettier or smarter, they know they're losing.

"Remember that children build defenses around weaknesses, not strengths," he reminded. "It's wise to support your child at home in areas he's having to defend against threats from the outside."

Encourage your child to develop some skills he can enjoy and share, Dobson urges, whether it's music, sports or raising rabbits for fun and profit. This effort should begin in earnest when he is seven or eight years old.

"As a general approach for both adults and children," he says, "I think the key to a healthy self-concept is getting involved with people, getting into meaningful activities and recognizing that the same feelings of inadequacy threaten us all."

Conducting the general chairmen's meeting was R. Thomas Bates (standing), president, Brotherhood of Railroad Signalmen. W. D. Best (seated) secretary-treasurer, discussed advancements made in the Brotherhood's use of its headquarters computer.

A break gave members a chance to talk. C. S. Chandler (left) vice president, listens to George G. Gross, general chairman, Seaboard Coast Line.

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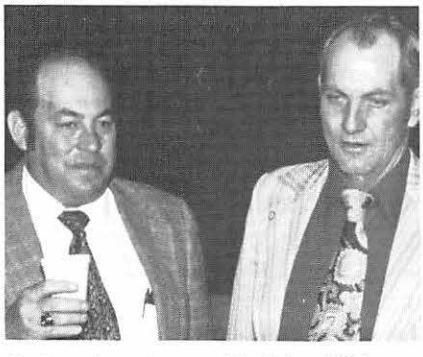

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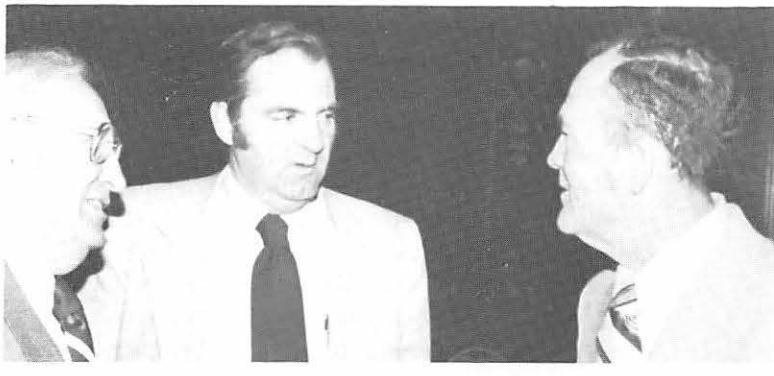

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Employee assistance programs are

Progress is being made in a voluntary cooperative program concerned with alcohol abuse in the railroad industry. Participants are labor, management and the Federal Railroad Administration. At a recent national conference, three speakers noted the progress and urged that the voluntary programs, known as Railway Employee Assistance Programs (REAP) be continued. Excerpts from their remarks follow.

Employee assistance programs should be continued says Joseph W. Walsh, associate administrator for safety, Federal Railroad Administration.

Alcohol consumption, to the extent that it affects the job performance of railroad employees, is of great concern to the Federal Railroad Administration's Office of Safety. It will be my intention to work as a catalyst to further research and industry/government cooperation in the area.

One of the conclusions of the REAP study is that the FRA should continue the current policy of encouraging the railroad industry to voluntarily adopt employee assistance programs, and to continue to sponsor research and other innovative programs aimed at reducing the incidence of alcohol abuse among the work force.

Based on the progress the railroad industry has made over the past few years in establishing employee assistance programs, I think, that the voluntary approach will continue to prevail. The experts from University Research Corporation involved in looking carefully at the employee assistance programs and policies on the seven study roads concluded that:

"Mechanisms capable of bringing on-the-job drinking and problem drinking under better control are already present on the seven railroads, but they are not now properly used or adequately supported."

Assuming that this conclusion is in fact correct, then it would appear that the commitment to employee assistance programs has already been made. I consider this to be the biggest hurdle to cross. The remaining work, for railroads that already have programs, appears to be to reexamine the company and union support for the program, and the types and quality of services to be offered. Movement in this direction would provide continuing justification for the voluntary approach.

Another conclusion of the REAP report, which I intend to give attention to states that:

"There is evidence that employee drinking is an important contributing factor to railway accidents, but the connection between drinking and safety is not being adequately investigated."

In other words, the cause of many accidents will be listed as human error. The reason why a supposedly well-trained, and experienced individual would make such an error is seldom further explained. The cause of the human error then remains unknown. While alcohol may not be the cause, at the present time the cause must remain unknown. Interviews with safety officers showed that they did not have the information necessary to estimate what percentage of accidents or injuries were alcohol-related.

Recognizing that this is a very sensitive subject area, affecting the rights of individual employees, the potential liability of the railroad companies, and the investigating and reporting burden on the railroads, it appears to me that more research is appropriate in the field of human factor involvement in accidents.

On balance, I feel, that the railroad industry has done a commendable job of attempting to control problem drinking. However, there is much more work that needs to be accomplished to simply obtain the maximum potential benefits from the mechanisms and programs already in place. Additionally, not only should the industry, both management and labor, take a fresh look at what they are doing to counteract alcohol abuse, but also the Federal Railroad Administration should review its research efforts and reporting systems to see if the human factor element is being given the level of consideration that it should be accorded.

Coming from the ranks of labor, having served as a local chairman, general chairman and then vice president, I have had firsthand experience in dealing with this problem. What concerned me in those years and continues to disturb me now is how do we deal with the occasional drinker who either comes to work drunk or gets drunk on duty. Not being an expert in the field, I have the sense that much is being done to address the hard core alcoholic but not much to lessen what I will call the drinking attitude of the rail industry. Social norms are as much at fault here as anything but railroading, particularly the operating side, is an extremely hazardous occupation. It is hard enough to be safety conscious under normal conditions, with the size of the equipment and the varying weather conditions, to be inhibiting one's reactions with intoxicants.

It is my suspicion that it is "playful" drinking which contributes more to accidents, reduced productivity, property damage etc. than is generally

believed. It is also my suspicion that the way to address this is to change an attitude. It is top management and top labor's responsibility to readjust this somewhat careless attitude.

We cannot afford the luxury of statements alluding to the fact that the problem in the rail industry is comparable to the problem in the general population. The wide divergence from one railroad to another strikes me as cause for concern. The general population does not run hazardous cargo trains, or work in snow filled yards or repair freight car journals. Giant steps forward in both productivity enhancement and safety can materialize with only a small amount of effort on all our parts.

Seven years of progress in assistance programs reviewed by Daniel W. Collins, assistant general secretary and treasurer, United Transportation Union.

As we gather here in Louisville in January 1980, it represents the fifth time many of us have come together since 1973 to frankly discuss and address alcohol and/or drug related problems on the rail worker; the family, the company, the union, the industry, and the programs we have designed to cope with them.

Everywhere I travel, I sense a spirit of pride in the program accomplishments we have made to date. However, I recognize that much remains to be done in our industry to gain absolution for the "sinner alcoholic," and then "penance him" back to good health and a properly functioning life.

To accomplish this end, and to attack this particular health problem, rail labor and rail management have recorded a solid commitment to support the development and implementation of employee assistance programs.

In an effort to bring us current, we should briefly look at the past, at our first conference held in 1973 at Cornell University. We set as our first objective an attempt to encourage individual railroad companies, and the unions to explore new methods of more effectively handling this health problem, than by the century old application of Rule "G" medication.

The modern version of Rule "G" elixir now reads as follows: The use of intoxicants, narcotics, amphetamines or hallucinogens, by employees subject to duty, or the possession or use while on duty is prohibited.

Employees under medication before or while on duty must be certain that such use will not affect the safe performance of their duties.

In our view the inconsistent, and arbitrary application of this rule must change if we are to successfully promote the health serving functions of employee assistance programs.

Back in 1951, the Great Northern with the support of its chief executive officer instituted a social counseling program to assist employees in trouble because of drinking. Because these efforts produced tangible results, other railroads and their unions began to experiment with programs usually staffed by one full or part-time counselor, a recovered alcoholic, with an Alcoholics Anonymous background to talk with, and assist other employees with their problems arising from alcohol abuse. During the 1960's these efforts led to the establishment of at least six more programs in the industry. By the early 1970's, the Federal government, the National Institute on Alcohol Abuse and Alcoholism, the National Council on Alcoholism and other organizations began to factually present evidence to the extent that alcoholism impacted on industry and its work force. Now people began to stop, look, and listen. This research also produced recognition that industrial alcoholism programs which were jointly developed and implemented by labor and management, offered a new, and better way of coping with the problems.

We in the railroad industry lead most other industries in program development. By our 1976 meeting at Texas A&M University more than 30 companies had established employee assistance programs. As we meet here today, more than 40 rail companies on the North American continent have functioning programs.

The Texas A&M conference demonstrated to us the urgent need for research data, to measure the extent of our problem, its cost, and the degree to which existing programs were contributing to the handling of the problem.

The REAP report is full of the needed data to accomplish these ends. This unique data source should in my view be accumulated industry wide and continuously updated.

Several years ago the National Transportation Safety Board urged the Federal Railroad Administration to promulgate rules and regulations governing the use and abuse of alcohol and other drugs by people in the railroad industry, akin to what now exists in other transport modes.

This proposed regulatory approach by the Safety Board was vehemently opposed by both rail labor and management as being unwarranted, regressive,

and totally unproductive. We felt it would simply provide additional cover for the problem, and bury it deeper in our midst. The Federal Railroad Administration agreed with us and agreed to join our mutual efforts in seeking another and possibly better way of voluntarily tackling the problem through company based employee assistance programs.

The continued cooperation of rail labor and management with the FRA will be essential if we are to handle the conclusions and recommendations for program improvement disclosed in the REAP report. We can be sure that our report will not go unnoticed by the National Transportation Safety Board and other organizations concerned with rail safety. We must continue to demonstrate that our approach to handling our problem is more effective than theirs.

This will entail more programs, better programs, adequate funding, adequate staffs, properly trained for their roles, better communications, and the training of front line supervisors and local union officers to more effectively use these programs. When we come to understand that we cannot discipline a disease and that in the handling of this illness an ounce of prevention is worth more than a pound of cure, we will find the resources and talent to get the job done.

Rail labor never has, and does not now support any action that condones the use of alcohol or other drugs while an employee is on duty, or subject to call. The risks are simply too great to life and limb. We do not advocate the elimination of Rule "G", we ask that it be uniformly applied, as a deterrent to the unwise and unsafe use of alcohol or other drugs for the benefit of all concerned.

We do most certainly agree with a major premise of the report that the destructive use of Rule "G" simply provides added cover for the troubled drinker by his family and friends. For example, knowledge that a first time Rule "G" violator will be sentenced to a year in limbo for his sin provides everyone with the necessary incentive to conceal his drinking, and consequently to forestall early detection and assistance with the problem.

In talking with many railroad operating and labor relations officers I detect an attitude that defines Rule "G" as a kind of commandment etched in stone and that any change in its application or enforcement would somehow lead to an orgy of disregard for the rule by the employees.

Such is not the case on one railroad, who constructively uses Rule "G" to identify the problem, and then offers the option of an investigation for a rule violation or program assistance to treat the real problem. On this railroad, the problem drinking rate was about the same as on other roads, but its program had the highest penetration rate, and had more than twice the percentage of referrals originating from Rule "G" violations.

We in rail labor strongly urge the Federal Railroad Administration to continue its promotional role in this area of human need.

There exists no basic conflict between rail labor and management in pursuit of a common goal — the physical well-being of our people. Let us then gird for the task that lies ahead, and join our efforts with others in searching for the answers to this family health problem. We owe it to ourselves, and to those who will follow.

Project REAP study provided much useful data reports Daniel M. Collins, rail labor management specialist, Rail Labor-Management Relations division, Federal Railroad Administration.

The Federal Railroad Administration has had a long-standing interest in the problem of alcohol abuse in the railroad industry. The most recent example of this interest is Project REAP, jointly sponsored by two offices within the FRA, the Office of Rail Safety Research and the Rail Labor-Management Relations Division.

The objective of the FRA in this field is to make the railroad industry safer and more productive by reducing the incidence of alcohol abuse within the work force. As the findings and conclusions of Project REAP make clear, there is currently a significant waste of both human resources and financial resources as a result of alcohol abuse and problem drinking.

However, I feel that the railroad industry is doing a great deal on its own initiative, to reduce the incidence of alcohol abuse. The railroad industry is in fact a leader in the establishment of employee assistance programs. At the present time, every major railroad has an employee assistance program of some type. The fact, that Project REAP ever got off the ground and was successfully completed, attests to the high level of concern on the part of both rail management and rail labor, and their willingness to seek solutions to a difficult problem.

Eight railroads volunteered to work with University Research Corporation and the FRA to gather an enormous quantity of data on the drinking norms and practices of their employees, and the costs of alcohol abuse to their company. We have always recognized that this is a very sensitive subject area, and the cooperation we have received is evidence of the positive attitude, most of the industry has taken.

On each of these eight carriers we also received a tremendous amount of support from the labor organizations. Again, if it was not for the fact that general chairmen and local chairmen were actively working to make Project REAP a success, the research never would have been completed.

At the present time, I believe that the railroad in-

dustry is first among American industries in recognizing and seeking solutions to the problem of alcohol abuse. Perhaps the most significant indicator, of this positive attitude, was the response rate to the Project REAP mail survey. Seventy percent of the employees to whom a questionnaire was mailed, took the time to complete and return the form. This was a lengthy questionnaire, concerning a very sensitive subject. When we first began, most people we talked with predicted that nearly everyone would toss the questionnaire in the trash. However, this did not happen, and we now have a report which I think, everyone who contributed to, can be proud of. While we make no pretense to having all the answers, our knowledge of drinking practices and employee assistance programs in the railroad industry has taken a quantum leap forward.

We now have a core of hard data concerning drinking practices and norms. Previously, much of what was known was based on limited personal experiences, which may be biased, or on anecdotal type stories concerning unusual or outrageous drinking incidents.

What the FRA wishes to encourage is a continued high level of awareness of the problem, and a continuing commitment to seeking effective counter-measures to alcohol abuse.

There are still many railroad employees who do not have access to employee assistance programs. It is important that the current momentum for the expansion and improvement of employee assistance programs be maintained. FRA's interest is primarily in the following areas:

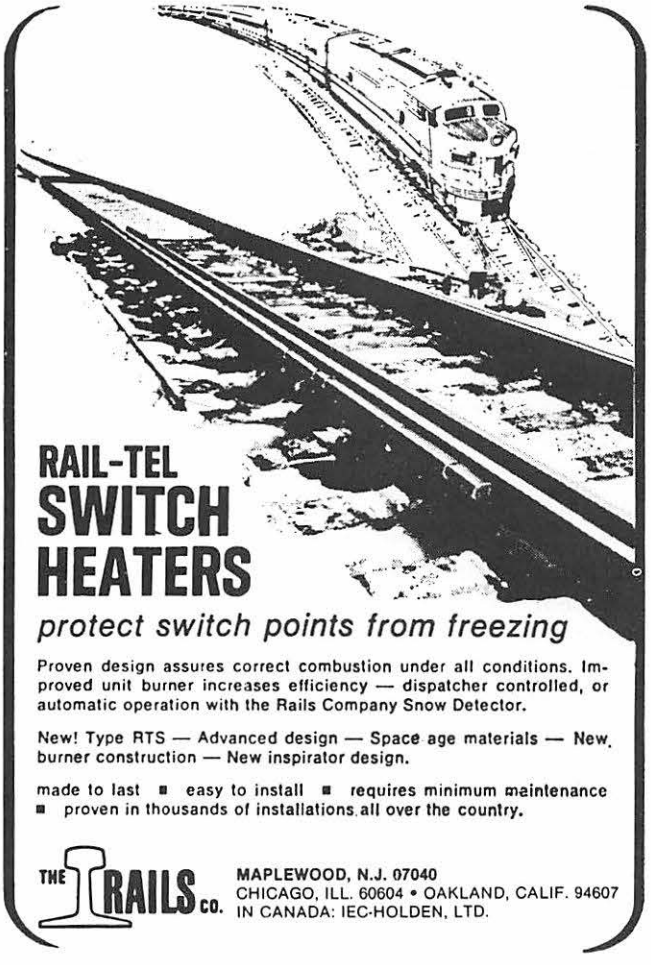
1. Technical Assistance: both to carriers with programs as well as those considering establishing them.
2. Training: for those rail employees involved in confronting the problems as well as counseling and treating it.
3. Improvements in Data: particularly as it relates to relating alcohol abuse to rail safety matters and in assessing the effectiveness of various approaches for dealing with this problem.
4. Entrance in the Drug Abuse field: as a natural spin off to the work ongoing in the alcohol field.

As far as technical assistance is concerned what has been going through our minds is the possibility of making available a group of experts to help railroads in three primary areas:

(1) Evaluation of the problem; (2) Design and implementation of approaches for dealing with the problem and; (3) Monitoring effectiveness. This would be done on some joint arrangement where the carrier commits internal management resources and the FRA helps by providing expert consultants.

In the area of training, we have already begun to establish a cooperative course of action which displays our intentions. We have sponsored two pilot training programs, one on Conrail/Amtrak for the training of counselors/volunteers, the other exclusively on Amtrak for the training of local chairmen and superintendents. You will receive a presentation on what has materialized on the Amtrak training exercise. I believe you will be impressed. We hope to continue such pilot undertakings to help develop effective training approaches which the railroad industry can themselves administer or contract out. In our opinion, training of those involved and education of the general work force is the key to success.

Many of the railroads involved in the study, as well as others, questioned why this study limited itself to alcohol abuse. We explained that with limited resources we were not able to increase the complexity of this undertaking by presenting a new dimension. The concern expressed was over the growing problem of drug abuse in the industry. As the work force turns over, which is now happening, the younger rail workers appear to be introducing a new element in the human stimulant category. If there is a sincere interest on the part of labor and management to undertake an analysis of how this problem can be dealt with — we would be willing to request funding. The Employee Assistance Programs would play a critical role in this area as they do in the alcohol field.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News from Washington

Rail Outlook for 1980

By Michael Marsh

America's railroads are heading into a brighter future despite a projected slowdown in 1980. That's the view expressed recently by the industry's chief spokesman, President William Dempsey of the Association of American Railroads.

Dempsey's prediction, if it comes to pass, is important to railroaders in several ways. An expanding industry offers more job security, greater chance for advancement, and a less thorny path toward negotiating better pay and benefits.

"The railroads," Dempsey said, "made important advances on a number of different fronts in 1979 and the industry appears to be on the verge of a substantial long-term comeback when the national economy recovers from its present difficulties."

Among the positive factors, Dempsey noted the current "stability on the labor front," and the fact that unions are cooperating with managements on "a number of important projects to further improve railroad operations and services."

On the other hand, Dempsey hailed what he called "restructuring of the overbuilt rail system in the Midwest" and "savings resulting from the reduction of branch line operations." Those are areas where the rail unions — together with many shippers and local officials — have fought to stop the widespread abandonment of rail service, as sought by the railroads and the U.S. Department of Transportation.

Some of Dempsey's optimism seemed to stem from the industry's generally bright results in 1979, despite some dark spots. In last year's first three quarters, he noted, the Class I railroads earned "ordinary income" of $476 million, compared with a deficit of $39 million for the same period of 1978. Much of the turnabout came from financial improvements by Conrail.

Also, Dempsey said, the railroads hauled a record of about 900 billion ton-miles of freight in 1979. That's up to 4.9% from the previous record year, 1978. Piggybacking and grain haulage both set new records last year, and coal haulage was the heaviest in over a quarter century.

"To handle the heavy traffic flow," the AAR reported, "locomotives and freight car fleets were expanded at rates unequaled since the 1950s." Deliveries of new freight cars totaled about 85,000, the most since 1967. Over 1,700 locomotives were added to the fleet, the most since 1953.

In 1979, the AAR said, the industry invested approximately $5 billion in capital improvements — nearly $3 billion for freight cars, over $1 billion for locomotives and close to $1 billion for plant improvements. That's in addition to current maintenance.

Dempsey also cited a productivity increase on the railroads in 1979, at a time when most industries were lagging in productivity. He credited this largely to "the increase in unit train operations, where efficiency is greatest."

Changes on the regulatory front bolstered Dempsey's hopeful view. The ICC, he said, seems "inclined to ease some restraints." More important, he voiced confidence that Congress will act this year to "begin the process of basic regulatory reforms which is essential to the continued progress of the industry." Actually the rail regulatory "reform" bill nearly cleared the Senate last December, until a quarrel over regulating the railroads' coal rates caused a postponement.

Altogether, Dempsey said, "at this point nobody is predicting another record year in 1980. But beyond that there is a solid base for optimism."

Will coal haulage be a new "pot of gold" for the railroads in the 1980s? It could happen. But there seem to be a few hurdles in the way.

For one thing, the National Coal Association predicts that coal production this year will rise only about 2.6%, to 776 million tons. The whole rise will occur in the mines west of the Mississipppi, the NCA said. Western output should increase to 236 million tons in 1980 (from 216 million in 1979), while eastern output holds steady at about 540 million tons. Thus the prospect for much higher coal haulage in 1980 seems minimal.

Coal industry sources say the industry can now produce about 850 million tons a year. Some expect demand to rise to this level by the end of this year; others say it may take until 1983. Therafter, coal output is projected to grow about 5% a year. Currently about half of the coal output goes to users by rail.

Impetus for coal growth will come from a 1978 law that aimed at pushing electric utilities to switch from oil and gas to coal as a fuel. The Department of Energy late last year finally began issuing orders to utilities to switch. Such orders will keep coming this year and next.

Moreover, President Carter wants to push the utilities toward more coal use by a carrot-and-stick approach. His new legislative proposals on this were not yet available as this article was written.

Thus the energy crisis seems

likely to keep boosting coal use through the 1980s. But how much will the railroads still haul? Some big utilities in the South and Southwest claim they're being gouged by super-high rail rates on western coal.

Last December, Sen. Russell Long (D., La.) took up their cause. He said the railroads intend to charge "what the traffic will bear" on coal, and their rates to the utilities are an "outrage."

Long was steering the rail regulatory "reform" bill through the Senate when he suddenly came out with an amendment to regulate the railroads' coal rates. The railroads found this proposal unacceptable, so the whole legislation was carried over until this year.

Apart from the issue of what is a fair rate for coal haulage by unit trains, high freight charges by the railroads give a major boost to the advocates of coal "slurry" pipelines. Such pipelines might shift much of the western coal traffic away from the rails. The pipeline backers are still actively seeking the right of "eminent domain" from Congress, so they can force property owners to let them cross privately-owned land.

Both the rail unions and the railroads are battling this grab by the slurry pipeline interests. However, if rail freight rates are seen as "outrageous," sentiment in Congress may swing toward the pipelines.

Thus the prospect for rail coal traffic in the '80s depends partly on coal usage, partly on freight rates and partly on slurry pipeline developments.

On another key commodity – grain – the railroads have also been taking some lumps. This usually seems to happen at harvest time, to the tune of anguished pleas for cars from elevator operators and other shippers.

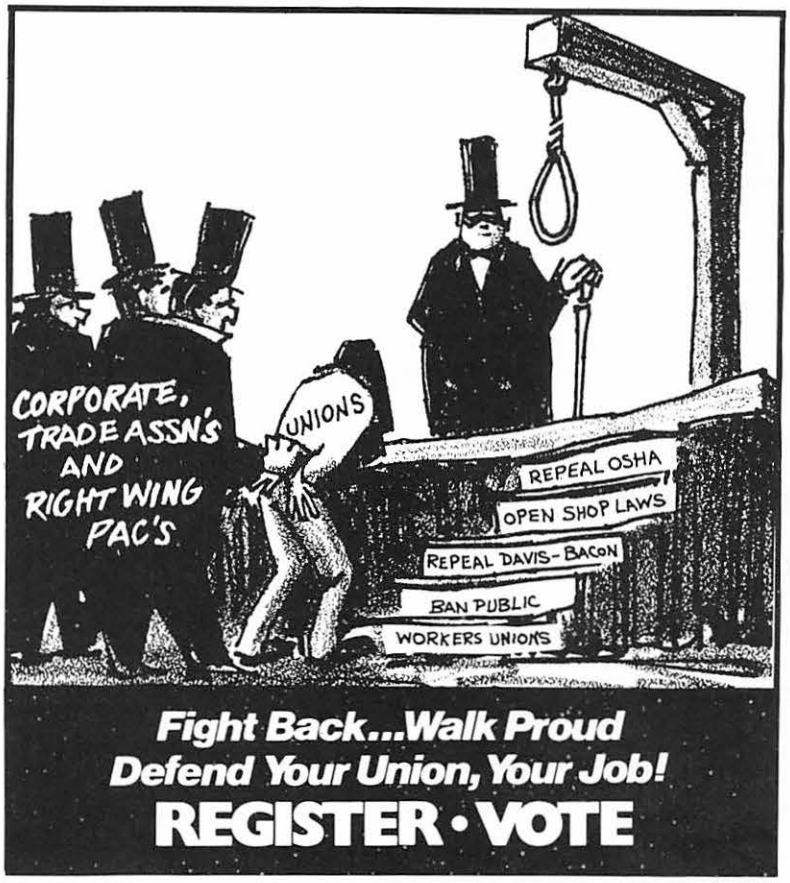
This past season, though, was worse than usual. America's farmers brought in a record yield of food and feed grains — and encountered "one of the worst boxcar shortages within memory," according to Seth King, farm correspondent of the New York Times.

As reported by the AAR, the railroads carried more grain than ever before during the 1979 harvest season. From mid-June through the end of the year, the AAR said, "the railroads, transported an average of 95.3 million bushels per week, compared with 85.9 million during the 1978 season."

To this, Myron Krenzin, director of the Kansas Wheat Commission, retorted: "Maybe they have. But the country has been short about 25,000 boxcars each month for the past two years, and we don't see anything in the immediate future that will change."

Several factors, though, may have worsened this past season's squeeze. In contrast to bountiful U.S. crops, other countries — most notably the Soviet Union — had poor harvests. This raised grain prices and boosted exports, leading to higher demands on U.S. rail transport. At the same time, the Rock Island Railroad was struck at the peak of the season, and a grain handlers strike on the Great Lakes also hampered shipments.

THEIR POLITICAL PLATFORM



From the Secretary-Treasurer

Some benefits are taxable says W. D. Best

With income tax time approaching, many railroad workers and retirees are concerned whether the benefits they received from the U.S. Railroad Retirement Board are taxable.

Because of a change in Federal tax laws, railroad unemployment and sickness benefits which had previously been exempt from Federal income taxes can now be subject to income taxes under certain conditions. The following questions and answers describe the conditions under which unemployment and sickness benefits paid by the Board in 1979, and later years, are taxable, the rules regarding railroad retirement benefits and income taxes, and other information.

(1.) Under what conditions are the unemployment or sickness benefits paid by the U.S. Railroad Retirement Board subject to Federal income taxes?

Under the Revenue Act of 1978, unemployment benefits paid after 1978 under government programs including sickness benefits paid in lieu of unemployment benefits may be subject to Federal income taxes depending on the total income and filing status of the beneficiary.

The total amount of adjusted gross income plus unemployment benefits plus sickness benefits paid in lieu of unemployment benefits plus certain other income (disability income excluded from adjusted gross income) is considered in determining whether an individual's income exceeds certain specified limits. For married individuals filing joint returns, the income limit above which unemployment or sickness benefits are subject to Federal income taxes is $25,000. For most other individuals, the limit is $20,000 but for some married individuals filing separate returns, the limit is zero.

If total income as described above does not exceed the specified limits, railroad unemployment or sickness benefits are not subject to Federal income taxes. Otherwise, unemployment benefits (and/or sickness benefits paid in lieu of unemployment benefits) of up to one-half of the difference between total income and the specified limit are subject to Federal income taxes. Thus, in some cases,

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Example — Couple filing joint tax return

Gross income (wages, interest, etc.)		$30,000
Less deductions		-6,200
Adjusted gross income		$23,800
Railroad unemployment benefits		+2,000
Railroad sickness benefits in lieu of unemployment benefits		0
Disability income exclusion		0
	Total	$25,800
Excess over $25,000		$800
One-half of excess		$400

TAXABLE INCOME

Adjusted gross income	$23,800
Taxable unemployment-sickness benefits	+400
Total taxable income	$24,200

the entire amount of unemployment or sickness benefits would be taxable and in others only a small portion would be.

(2.) What does "sickness benefits paid in lieu of unemployment benefits" mean?

This refers to sickness benefits paid by the Board during a period when the beneficiary would otherwise have been receiving unemployment benefits. Such sickness benefits are subject to Federal income taxes the same as unemployment benefits.

Of course, the final authority on the circumstances under which railroad sickness benefits are taxable is the Internal Revenue Service.

(3.) I received railroad unemployment benefits last year. Is there any booklet which will help me to compute my income taxes?

Yes. Internal Revenue Service publication 905 "Income Tax Information on Unemployment Compensation" is available from the Internal Revenue Service or any Railroad Retirement Board district office and describes income tax calculations for individuals who received unemployment benefits.

(4) Will the Board send me a statement showing how much I received in railroad unemployment and sickness benefits during 1979?

Early in 1980, the Board will send railroad employees a statement (Form G-1099-UC) showing the total amount of railroad unemployment benefits received during 1979 and report the amounts to the Internal Revenue Service. Beneficiaries whose sickness benefits may have been paid in lieu of unemployment benefits and, therefore, subject to Federal income taxes, will be advised accordingly by letter from the Board, but their notification will not indicate the amount of sickness benefits paid. If an employee received sickness benefits, the Board cannot determine what portion of such benefits were paid in lieu of unemployment benefits. Therefore, it will be up to each beneficiary to report such amounts that are subject to income taxes on his or her tax return.

(5.) Are railroad unemployment and sickness benefits subject to State income taxes?

No. Railroad unemployment and sickness benefits are not subject to State income taxes.

(6.) Are railroad retirement and survivor benefits subject to income taxes?

Regular railroad retirement and survivor annuities and lump-sum benefits are not subject to Federal or State income taxes and should not be listed on your tax returns. On the other hand, supplemental employee annuities paid under the Railroad Retirement Act must be included along with other taxable income on your Federal income tax return. Early in 1980, the Board will send each such annuitant Form G-1099 showing the total amount of supplemental annuity payments received in 1979.

In the opinion of the Board's General Counsel, supplemental annuities are not subject to State income taxes. However, a number of States (Alabama, Colorado, Idaho, Illinois, Indiana, Kentucky, Maryland, Massachusetts, Michigan, Oklahoma and Wisconsin) do not agree with this opinion and require supplemental annuities to be reported for purposes of State income taxes.

(7.) In addition to my full-time railroad job, I also had a part-time job in 1979. Both employers deducted retirement taxes and I think too much retirement tax was withheld. Can I get a refund or credit?

If you worked for two employers and total earnings exceeded $22,900 in 1979, excess retirement taxes may have been withheld from your wages. You can claim a withholding tax credit when you file your Federal income tax return (U.S. Individual Income Tax Form 1040, under Excess F.I.C.A. or R.R.T.A. Tax Withheld). This does not require an itemization of deductions.

Some employees who work for two railroads arange for the two roads to coordinate the withholding of their railroad taxes so excess taxes are not withheld. However this is not possible for employees who work for a railroad and a social security-covered employer.

Those who are self-employed in addition to working for a railroad need only pay retirement taxes on

total earnings up to $22,900 in 1979. Normally, self-employed persons adjust their withholding from self-employment income during the year so as not to pay excess retirement taxes. If they do not adjust their withholding accordingly during the year, they may claim a credit for any excess retirement taxes on their Federal income tax return.

How to Buy

By Mrs. Sidney Margolius

Food

This is an era of invented foods and toiletries under invented and often even meaningless names when a lab-concocted powder of sugar, citric acid, starches, preservatives and synthetic vitamin C becomes the morning's Tang, and a blend of flour, bread crumbs, fat and seasonings becomes something called Shake 'n' Bake.

It's also an age when a blend of peanuts, vegetable oil, sugar and artificial flavor becomes Koogle; a chocolate sauce becomes Swell Brown Stuff on Ice Cream; a chuck steak becomes a "patio steak"; a liquid yogurt with added sugar and thickener becomes Le Shake; a powdered soybean protein with added flavorings and artificial coloring becomes Make a Better Burger, and a soft drink is Yabba Dabba Dew.

Now reconstituted potato chips are Pringles, Kaboom is a breakfast food, Booberry is a sugar cereal, and Moon Dust is a topping of apple bits.

The cereal manufacturers now seem to want to call their products anything but cereal. Two recent ones are Grins & Smiles and Giggles & Laughs. Moonstones and Wheels are fruit-flavored cereals. The trend also has hit hot cereals. The new name for Quaker Oats Farina is Hot & Creamy.

Pop Rocks, if you haven't heard yet, are carbonated crystals which pop when released in your mouth; Whip and Poof is a nondairy topping; Oven Lovin' is pan-style dinner rolls; Sizzlean is a pork breakfast product. Funny Face, Squooze and Quirst are all drinks or drink mixes. Country Time is a lemonade flavor drink (note the word flavor). It was really concocted on laboratory time.

Even pet food has joined the name game with such identity hiders as Lovin' Spoonfuls.

Nonsense names that actually impede efforts to be a businesslike shopper especially have proliferated recently among toiletries and household medicines. They've been particularly common among soap products where some obviously promise more than they deliver, like Joy and Thrill.

But the name game has really become confusing among shampoos. The trend may have started with Johnson & Johnson's No More Tears. Consumer co-ops and some other manufacturers simply call it Baby Shampoo.

The success of No More Tears encouraged J & J to name a creme rinse No More Tangles. Also recently introduced were Gee, Your Hair Smells Terrific and Hair So New.

Not even lipsticks are called that any more. They can be called Lip Quencher, Clean Kiss, Good For Your Lips or other meaningless names.

The identity-hiding game is spreading to household medicines with such products as Sting No More, for insect bites.

Toothpastes have long been notorious for such nondescriptive names as Aim and Closeup. But many co-ops and other retailers have their own brands which they simply call Toothpaste or Fluoridated toothpaste.

In liquid cleaners, too, some have such names as Janitor In A Drum or Mr. Clean. But some house brands still are just called Liquid Cleaner.

All this might be just funny if it didn't cost more. Almost always, the more fanciful the name the more you pay for the same basic product.

The most noticeable examples are the breakfast cereals and soy products. In the soy products, ordinary Soy Granules cost least, Plus Meat is in between and make A Better Burger most expensive.

Do consumers really buy on the basis of fanciful names or even nonsense syllables? Apparently repetition can do it. Some years ago, in a test by DuPont, 127 women were shown slides of landscapes interspersed with occasional nonsense syllables such as "Bif" or "Gah". Then they were told to take a free pair of stockings from boxes labeled with the syllables. Twice as many chose from the box marked with the nonsense syllable they had seen most often.

But Bif and Gah have collided with an opposing trend. This is the generic-label foods and household products, also often called "no frills."

Over 20% of supermarkets now offer such products. They are simple labled "Kernel Corn", "Vegetable Oil", "Paper Towels," etc. The consumer co-ops, of course, have always used such unadorned factual names.

Various surveys have shown that the generic or no-name canned and packaged foods usually are 10-40% less than the national brands.

Where stores also offer paper goods and cleaning products in the new generic brands, the savings may be even greater, as much as 50%. Paper products have been among the most popular generic and house brands.

We've been asked if these products are as good. Nutritionally and in eating quality the answer is "yes" from all sources and experiences.

The main difference is that the generic products are usually the standard grade or Grade C or B. The brand-named and house-brand versions more usually are called "extra standard" or "fancy" grades, usually Grade A or B.

A main difference between the lower and higher grades is simply appearance. The lower grades are more likely to be less uniform and perfect in appearance, and have some uneven or broken pieces.

Some reports have said that some generic paper products aren't as good as brand and house-brand products. But they still sell well.

Reports are that the generic products are selling well where they're available. So if consumers do have a choice, apparently they can make a rational one despite TV repetition.

Insurance

An insured person can decide beforehand not only who the beneficiaries of a life insurance policy are but even how the money will be paid out. The settlement can range from the full face value of the policy, to monthly checks for a specified number of years.

Wives, of course, are the most-frequent beneficiaries. In single-parent or sometimes even two-parent families, children may be beneficiaries. Elderly parents, other relatives, sometimes even close friends, are other frequent beneficiaries.

In any case, it's vital that you talk over beforehand with your prospective beneficiaries which settlement options or combinations might be most advantageous.

Your instructions can be binding or you can give the beneficiary the right to change the settlement method. Estate planners usually do advise giving beneficiaries this right because their needs may change, says the Institute of Life Insurance.

If you or your beneficiaries think it's best not to take all the money at once, the money can be left with the insurance company and disbursed in several different ways. The payments can be for a lifetime. Or they can be in the form of installments for a specified period such as five, 10, 15 years and so on.

A relatively short period of payments may provide larger payments than a lifetime income will, if young children are involved. The disadvantage may be that a widow who lacks an earning skill or other assets may be left with no income when the payments end, or at most, limited Social Security.

An alternative to either a lifetime income or installments for a fixed number of years is the interest only option. The insurance company pays interest on the money but holds the principal. This arrangement gives beneficiaries a chance to consider what they may want to do with the proceeds such as withdrawing all or part, and how the money might best be invested.

Otherwise you can direct that the proceeds be paid in a lump sum. In these days of high yields on savings even a moderately knowledgeable beneficiary may be able to earn more than the interest the money would accrue if left with the insurance company, usually no more than savings account interest.

On the other hand, risky self-investments could lose much of the principal.

If you do decide on an immediate lump-sum settlement, it would be wise to discuss with the prospective beneficiary beforehand how she might handle or invest the proceeds, and the various types of institutions and their comparative earnings and advantages and disadvantages. It also would be useful to discuss to whom the beneficiary might turn if advice is needed, such as a banker or lawyer.

Potential income-tax consequences also may affect your planning if your prospective beneficiary has enough taxable income to be liable for taxes. A surviving spouse can exclude up to $1,000 of interest received in installment payments or lifetime income.

But interest received on the interest-only option is fully taxable, one authority points out.

You may, of course, be able to get as good or even better tax shelter from your own investment plan, but usually with more risk of fluctuation of principal.

Keep in mind that only the interest earned by insurance proceeds may be liable for income taxes. The proceeds or death benefits, themselves usually are not, although they may be liable for state or even federal inheritance and estate taxes if the estate is large enough.

One reasonable approach might be a combination of part lump-sum and part installment of lifetime payments. Or if you have two policies, you might have one paid out in installments over a period of ten years, say, until your children are through school, and the balance paid out in longer installments for your spouse's benefit.

You also may want to review settlement options you decided on some time ago. As you and your spouse get older you may want to change a previous long installment payout option, such as 10 to 20 years, to just five years or even a lump sum.

As well as the settlement options, it may be desirable to review from time to time what beneficiaries you have named. You may, for example, have additional children born since you first named beneficiaries. Or older children may no longer need to be covered. Or you may want to include grandchildren.

In case of the death of its main breadwinner, a family should have a cash fund of at least four weeks' living expenses always on hand to tide them over until insurance and Social Security checks arrive, or, if not, places to borrow these funds.

Insurance usually is paid in one or two weeks if the policy is in good order. Social Security usually takes four or five weeks. The family can expedite these payments if they know what documents to bring on the first visit to the Social Security office: death certificate, marriage certificate, children's birth certificates, deceased's Social Security number.

If there is a safe deposit box in just one name, the spouse or another person in the family should

have authorized access. The bank will provide the necessary authorized access.

The family also should know before actual need arises where insurance policies and the will are kept; also tax returns; securities such as stocks, mutual funds shares and bonds; business documents such as partnership agreements and contracts, evidence of any debts owed or owing; and copies of military discharge and any other veterans' documents. (They may be needed to find out if the dependents are eligible for any benefits.)

Houses

With most new houses today priced over $60,000, increasing concern is being shown that, while most are soundly built, many have serious defects. The problem is national in scope, with complaints coming into the Federal Trade Commission, Better Business Bureaus and other agencies from all over the country, reports Tom Stanton, deputy director of the FTC Office of Policy Planning.

Some studies indicate that at least 20 percent of new houses have serious defects. Builders often are unwilling to take responsibility. Sometimes, they claim, because of current keen demand people want to move in before builders have made all the finishing touches.

But many of the defects cited in newspapers accounts around the country go deeper than "finishing touches." For example:

— A house in a Dallas development began to crack as the foundation settled. The builder claimed that most foundation problems are created by improper homeowner maintenance. But that's hard to believe. It finally required hydraulic jacks to raise the house and 15 concrete and steel piers under it to stabilize it.

— In Amesbury, Mass., a number of buyers of townhouses reported to the state attorney general that their new homes had leaky roofs, inadequate heating systems, backed-up plumbing and other defects.

— A Carrolton, Tex., homebuyer spent $1,800 to prop up a settling foundation that had caused cracks in the corners of the house and had pulled the brick chimney loose.

— Some 120 homeowners in Northbrook, Ill., had to go to their village board to force a builder to fix defects — inadequate insulation, backed-up toilets, and exposed wiring in electrical control boxes.

— A large builder was cited for over 2,500 building code violations in Bowie, Md.

In a recent investigation of the big Kaufman & Broad building company, the FTC staff charged on the basis of professional inspections that in some houses fire walls were improperly anchored; foundation walls were not covered with membrane waterproofing to prevent water seepage into habitable space; siding was not properly anchored; roof sheeting did not meet with edges; piping and bathroom fixtures were not properly installed; walls were not properly supported by foundations; floor girders were not properly supported to prevent sagging floors; or foundations contained cracks due to structural failures.

Kaufman & Broad agreed to a consent order which required it to provide warranties on quality and workmanship in the future and repair major construction defects in homes it sold as far back as 1972.

Business Week magazine has predicted that in eight to ten years, home warranties will be common. Right now, however, only about one out of four new houses is sold with any kind of warranty and these are at best limited.

FHA-financed dwellings are covered by warranties at no cost to the buyer. But complaints have been made by legal service and other community groups, in several areas, of inadequate administration Some FHA officials who approved structures for mortgages had to go back and reevaluate their own approvals when complaints arrived.

The other large program for new homes is the Home Owners Warranty (HOW) offered by some members of the National Association of Home Builders. HOW warranties now cover almost 15 percent of new houses sold, advises Maggie Riechers, HOW spokeswoman. The builder pays the fee of $2 per $1,000 of the price of the house.

The HOW warranty has limitations. For the first year, it covers faulty workmanship or materials; and for two years, heating, plumbing, electrical and air conditioning systems, and structural soundness. For up to ten years, it covers structural defects.

But even with its limitations, the HOW plan appears to be the best around. The problem, experts say, is that the program may be self-selecting. The more careful builders and contractors may be more inclined to provide the warranty than the less conscientious ones. They say the need is not so much for warranties provided at the builder's choice than for warranties available at the buyer's choice.

Some of the most immediately useful and practical advice came recently from Maurice Corcoran, organizer for the Portland, Ore., District Council of Carpenters. As reported by the Oregon Labor press, Corcoran believes home buyers have rights they may not know they have or may think they inadvertently signed away.

While state laws differ, aggrieved home buyers can file complaints about defects with state or local building departments. They can do this even though they may have signed a contract or release waiving rights to complain if they have not notified contractors of defects within five to ten days after inspection, Corcoran advises. Often just your willingness to file a claim will be enough to encourage the builder to correct the defect, he says.

Important events in American labor history

1778 Journeymen printers of New York City combined to demand an increase in wages. After the increase was granted, the organization was abandoned.

1786 The earliest authenticated strike of workers in the United States in a single trade occurred when Philadelphia printers gained a minimum wage of $6 a week.

1791 Philadelphia carpenters struck unsuccessfully in May for a 10-hour day and additional pay for overtime. This was the first recorded strike of workers in the building trades.

1792 The first local craft union formed for collective bargaining was organized by Philadelphia shoemakers. It disbanded in less than a year.

1794 The Federal Society of Journeymen Cordwainers was formed in Philadelphia by the shoeworkers. It lasted until 1806, when it was tried and fined for conspiracy. (See below.)

The Typographical Society was organized in New York by printers. It remained in existence for 10½ years.

1805 A Journeymen Cordwainers union in New York City included a closed-shop clause in its constitution.

1806 Members of the Philadelphia Journeymen Cordwainers were tried for criminal conspiracy after a strike for higher wages. The charges were (1) combination to raise wages and (2) combination to injure others. The union was found guilty and fined. Bankrupt as a result, the union disbanded. This was the first of several unions to be tried for conspiracy.

1825 The United Tailoresses of New York, a trade union organization for women only, was formed in New York City.

1827 The Mechanics' Union of Trade Associations, made up of unions of skilled craftsmen in different trades, was formed in Philadelphia. This was the first city central type of organization on record.

1828 The Workingmen's Party, including wage earners, craftsmen, and farmers, was organized in Philadelphia in July. It went out of existence in 1832.

1834 The National Trades' Union was formed in New York City. This was the first attempt toward a national labor federation in the United States. It failed to survive the financial panic of 1837.

Revisions to the Master National Agreement Book (the green 3-ring binder) are available. These 1979-80 revisions include the July 27, 1978 agreement, plus major revisons to other agreements in this book. Those who have purchased the MNA Book will receive copies of the revisions. To be sure that your book is up to date, here is a list of the pages that will be in an up-to-date book:

Master National Agreement Book (title page)
National Agreements in the U.S. (Bates-Best letter)
Contents 1979
A Summary of wage changes (page **A-1-74** through **A-4-74; A-5-79** and **A-6-79)**
B Summary of other benefits (pages **B-1-74** through **B-4-74** and **B-5-79)**
C Washington Job Protection Agreement (pages **C-1-74** through **C-10-74; C-11-75** through **C-21-75)**
D Vacations (pages **D-1-79** through **D-4A-79; D-5-74** through **D-103-74)**
E Union Shop Agreement (pages **E-1-74** through **E-15-74)**
F Holidays (pages **F-1-76** through **F-5-76)**
G Claim and grievance handling (pages **G-1-74** through **G-2-74; G-3-79)**
H Health and welfare (pages **H-1-79** through **H-3-79)**
I Force reductions (page **I-1-74)**
J Employment security (pages **J-1-74** through **J-10-74; J-10A-80; J-10B-80; J-11-74** through **J-24-74)**
K Travel time and away-from-home expenses (pages **K-1-74** through **K-14-74; K-15-79** through **K-16B-79; K-17-74** through **K-41-74;** and **K-42-79** through **K-44-79)**
L Off-track vehicle accidents (pages **L-1-79** through **L-6-79)**
M Jury duty (page **M-1-79)**
Mc Current national agreement (pages **Mc-1-79** through **Mc-33-79)**
N Overtime (pages **N-1-74** and **N-2-79)**
O Camp cars (page **O-1-74)**
P Apprentice programs (pages **P-1-74** through **P-4-74)**
Q Change of residence (page **Q-1-74)**
R Earnings deduction in discipline cases (page **R-1-74)**
S Supplemental sickness benefits (pages **S-1-74** through **S-2-74; S-3-79** through **S-36-79)**
T Union dues checkoff (pages **T-1-74** and **T-2-74)**
U Amtrak C-1, C-2 (pages **U-1-74** through **U-27-74)**
V Seniority Modification Agreement (pages **V-1-76** through **V-13-76)**
W Employee information (page **W-1-79)**
X Bereavement leave (page **X-1-79)**

Those desiring to obtain a complete up-to-date book with all revisions can send $7.95 to the Brotherhood of Railroad Signalmen, 601 West Golf Road, Mt. Prospect, IL 60056. Please make check or money order payable to the Brotherhood of Railroad Signalmen. Be sure to include your current mailing address. If a member, please include your certificate number.

Determine your rights under FELA

Members who are injured on the job and the dependents of those members who have been killed or have died as the result of such injuries should by all means ascertain their rights and benefits under the Federal Employers' Liability Act before attempting any settlement with the railroad.

Below is a list of attorneys who, on the basis of information made available to us, are competent to give full information and assistance to those in need of it.

This list is compiled and maintained on the strength of information furnished us by both attorneys and members. The accuracy of the list that we will publish from time to time depends entirely on the information furnished us. Therefore, everyone concerned is urged to keep us informed regarding cases handled, nature of the case, terms of the settlement, commendations, criticisms, etc.

This information should be forwarded to R. T. Bates, president, Brotherhood of Railroad Signalmen, 601 West Golf Road, Mt. Prospect, Il 60056.

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Small Claims Courts

By Esther Peterson

"This man Smith who worked in a dry cleaning shop took my best coat to be cleaned and mended, and when I went back for it, he had lost it. Now, whenever I *am* able to get in touch with him, and that's not often, he always gives me some excuse: 'Wait until I get my income tax refund and then I'll pay you for the coat,' for example. I'm getting sick of this delay — and I need a coat."

This consumer's frustration is multiplied many times in cities and towns across the country. And more and more consumers are turning to small claims courts when no other recourse seems available to them.

Court procedures are simple, quick, informal and inexpensive — but legally binding. Court filing fees range from about two dollars to 15 dollars, depending upon whether a sheriff serves the summons or if the court sends a certified letter to the defendant. These fees are often returned if the plaintiff (the person bringing the suit) wins the case. Besides, you rarely need a lawyer. In fact, lawyers are not allowed in some states, but law students are sometimes present in court proceedings to help resolve certain technical problems involved with any complicated situation.

In the case of the woman who finally decided to sue Mr. Smith for $160 to recover the cost of the coat, a sheriff served papers ordering him to appear in the small claims court on a specific date. On that date the plaintiff showed up, saying that Mr. Smith told her he couldn't be there because he was in a local hospital, and he asked that the case be continued. However, the plaintiff didn't believe his hospital story, and an employee of the court checked the hospital and learned that Mr. Smith was not there. (While this checking was going on, the judge disposed of several other cases.) At this point the judge denied Mr. Smith's request for continuance and entered a judgment by default against the defendant, and now the plaintiff may ask the court's help in recovering the money owed her. Sometimes this involves garnisheeing wages or seizing some of the defendant's property. Unfortunately, it is not always easy to get the money even with a judgment.

Small claims courts are not for everybody. First of all, the amounts involved must be relatively small, sometimes as low as $100; and sometimes as high as $1,000, or even more, depending on where you live. In addition, only money is at stake, not property or merchandise. But if you decide to go through with a court action here are some tips to make the procedure less painful:

- Find out what being in a small claims court is like by visiting one while it is in session. Learn locations and working hours by checking your phone book under municipal, county or state government headings for small claims court listings. Most, but not all, states have them; and they may be known as "people's courts" or some other name.
- While you are at the court ask for the necessary forms to fill out so that your case can be heard, usually within two weeks after you indicate your intention to sue. You are usually most effective when both plaintiff and defendant are in the same jurisdiction.
- Be prepared to state your case clearly and briefly. It wouldn't hurt to rehearse what you are going to say before your court appearance because many cases are heard each day and only a few minutes are devoted to each case.
- Be sure you appear in court on the scheduled day unless you have made arrangements to have the date changed. If you are a defendant and don't show up, a judgment may be entered against you; and if you are a plaintiff and do not show up, your case may be dismissed. Absent defendants are the rule rather than the exception, according to one small claims court official.
- Come to court armed with all the documents you can lay your hands on, such as the full legal name and proper address of the defendant. One plaintiff took a day off from his job to come to court to collect money for a wrecked bicycle, only to have the case postponed because he had no proof of purchase, no records showing how much it cost to fix the bicycle, and no knowledge of how much the bicycle was presently worth. (Incidentally, the defendant "couldn't remember anything.")

Of course, small claims courts are by no means the exclusive domain of aggrieved consumers who cannot hire an expensive lawyer. These courts are heavily used by finance companies, landlords and other businesses to collect overdue or unpaid bills. In fact, one judge estimated that 95 percent of the cases he heard were brought by business establishments.

Whatever happens, you will have had a low-cost learning experience in the "court of first resort" and should have a little less fear of America's complicated judicial system.

If you live in the Washington, D.C. metropolitan area, you may obtain a free brochure prepared by a Washington television station called "How To Sue in Small Claims Court" by sending a stamped, self-addressed envelope to WDVM TV-9, 4001 Brandywine Street, N.W., Washington, D.C. 20016. In other areas write or call your state government and ask for the consumer affairs office. Most states have free brochures or other pertinent information on small claims courts.

Esther Peterson is Special Assistant to the President for Consumer Affairs and Director of the U.S. Office of Consumer Affairs.

Wells on Health

By **Marion Wells,** Research Director, American Physical Fitness Research Institute

Children

The will, says Psychologist James Dobson, arrives full strength at the moment of birth. It's that part of human nature which says, "I want things my way." Or, as a three-year-old said in refusing to obey her mother's order: " 'You're only my mommie, you know.' "

In Dr. Dobson's view, one of the most delicate and important responsibilities in parenthood is the task of shaping the will without breaking the spirit. He outlined the difference between these two human faculties in his book, "The Strong-Willed Child," (Tyndale House Publishers).

Shaping the will is accomplished by setting up reasonable boundaries in advance, and then enforcing those limits with appropriate discipline when they are violated. This process is a function of parental love, even though it may bring temporary unpleasantness for the boy or girl who defies the limits. Shaping the will in this manner is designed to give a child the ability to control his own impulses and exercise self-discipline later in life.

The spirit, by contrast, is very different from the intractable will. By Dobson's definition, "The spirit relates to self-esteem or the child's sense of personal worth. It is the most fragile characteristic in human nature, being particularly vulnerable to rejection and failure." Consequently, any disciplinary action that is directed at the spirit is likely to be harmful to children. For example, parents should be diligent to avoid implications that their boys and girls are unwanted, unnecessary, foolish, ugly, dumb,

a burden, an embarrassment or a disastrous mistake. Likewise, the spirit is particularly vulnerable to statements which compare siblings to one another, such as "Why can't you make good grades like your sister!" Self-esteem can also be damaged by subtle jokes within the family which convey disrespect and ridicule.

Dobson further illustrated a common parental error by describing the case of Billy, a ten-year-old child who was a terror to his teacher, his classmates, his sister, and especially to his mother. He fought, swore, refused to eat properly, and failed in school despite his obvious intellectual talents. "His defiance," said Dobson, "represented a search for an authority figure who had the courage to help him control his rampaging will. It is a frightening thing to be your own boss at ten years of age."

Unfortunately, Billy's parents were unable or unwilling to shape his will. Instead, they focused their discipline on his battered spirit. In a letter to Dr. Dobson, Billy's mother stated: "My husband says he refused to take Billy anywhere again until he matures and acts like a civilized human being. He has also threatened to put him in a foster home." Such statements do not shape the will. Instead, they attack the spirit, leaving an assertive child like Billy in a state of angry frustration.

Dr. Dobson adds, "I see small children (even those 'Billys' who challenge authority) as vulnerable little people who need buckets of love and tenderness every day of their lives. When they test your loving leadership, by all means take them in hand. But after the conflict, take them in your arms!"

For a number of reasons, parents would do well to post and themselves heed a sign saying, "Thank you for not smoking in front of my kids."

"One major study found that babies of parents who smoke have a much higher incidence of bronchitis and pneumonia in the first year of life," reports the American Lung Association.

"Another study found that respiratory problems were twice as common in young children if their parents smoked."

According to Donald A. Young, M.D., one of the ALA's medical advisors, "Second-hand smoke weakens the lung defenses, steps up the heartbeat, increases blood pressure and reduces the body's oxygen supply."

The health of more vulnerable children and adults is especially likely to suffer. Those with heart or respiratory problems fall into this category. "An estimated two million Americans are sensitive to tobacco smoke and suffer smoke-caused asthma attacks," the ALA says.

Still another price of parents' puffing is the risk of passing on the smoking habit itself. Dr. Young calls parents' habits" . . . a strong influence on children. Most teenagers who smoke, have parents who smoke."

Such a legacy raises the next generation's risk of chronic lung disease, of which cigarette smoking is considered the major cause. Moreover, each year smokers spend some eighty-eight million more days sick in bed than nonsmokers. Effects of smoking prematurely puff out an estimated three hundred thousand American lives annually.

Is it worth letting smoking cheat both you and your children out of a better "life and breath" chance?

Do you think a child's first teeth may be of secondary importance because they're just his baby set?

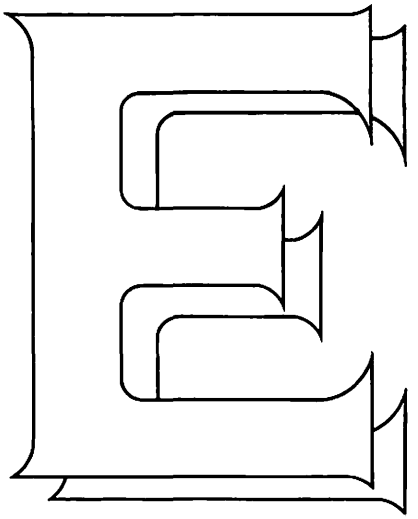
Not so. Giving those first teeth first rate care may be a plus for permanent teeth that follow. It might even save a big bite out of your budget.

One major job the first teeth do, says dentist Caroline Shawaf, D.D.S., is save the proper spaces in your child's mouth for the permanent ones that come after.

"Suppose a youngster loses a baby tooth too soon? The tendency is for the rest of the teeth in the mouth to move closer together. The permanent tooth behind that baby tooth may then be blocked from coming out in the right position. Sometimes it can't come out at all. Correcting this may take some costly and long-term orthodontal work."

Good tooth care and regular dental checkups can pay off here. Catching and filling cavities early may save teeth from having to be extracted prematurely. When this can't be done, the dentist can keep an eye on the space and put in a

Series EE Savings Bonds



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EE Bonds May be Exchanged for Current-Income HH Bonds, with Continuation of Tax Deferral on Accrued Interest

Status of Series E Bonds and Savings Notes

Department of the Treasury

United States Savings Bonds Division

Denominations (face value)

$50, $75, $100, $200, $500, $1,000, $5,000, $10,000.
Corresponding issue (cost) prices — $25, $37.50, $50, $100, $250, $500, $2,500, $5,000.

Registration

EE Bonds may be registered in the names of individuals, whether adults or minors, in single ownership, coownership, or beneficiary forms; only in single ownership form if in the names of fiduciaries and private and public organizations.

Bonds cannot be transferred, sold, or used as collateral.

Note: If Bonds are registered in coownership form: during coowners' lifetime, either may cash the Bonds. For reissue, both must join in request. If registered in beneficiary form: during owner's lifetime, only owner may cash the Bond or request reissue. For reissue, only owner must sign the request.

Issue Date

The first day of the month in which payment is received by an issuing agent.

Annual Limitation on Purchases

The annual limit is $15,000, issue price ($30,000, face value). The limit governs the amount of Bonds which may be purchased in the name of any one person in any one calendar year. In computing this limit, Bonds registered in coownership form may be applied to the holdings of either coowner or apportioned between them, up to a maximum of $30,000, issue price ($60,000, face amount). Bonds registered in beneficiary form are applied wholly to the owner.

Where to Buy

EE Bonds may be bought over the counter or by mail at banks, savings and loan associations, and other financial institutions, Federal Reserve Banks and Branches, and the Bureau of the Public Debt, Washington, D.C. 20226.

Regular Bond purchases may be arranged through the Payroll Savings Plan where you work or the Bond-A-Month Plan where you bank.

Interest

Interest accrues through periodic increases in redemption value and is paid at the time the Bond is cashed. The current rate of interest is 6.5 percent, compounded semiannually, if the Bond is held at least five years. If cashed earlier than five years after issue, the yield will be less. When the Bond becomes eligible for payment, six months after issue, the redemption value reflects a yield of 4 percent. The value increases monthly from that point through the thirtieth month after issue and then semiannually thereafter until maturity, at 11 years.

Redemption

At owner's option, EE Bonds may be redeemed at any time after six months from issue date at most banks and other financial institutions.

Tax Status

The difference between the price paid for EE Bonds and the redemption value is interest. It is subject to federal income tax — but not to state or local income taxes. Interest is reportable as it accrues for federal income tax purposes, but such reporting may be deferred until the Bonds are cashed, disposed of, or reach maturity, whichever comes first. Bonds are subject to other taxes, such as estate, inheritance, or gift taxes — whether federal or state — but they are exempt from all other taxation imposed on principal or interest by any state, U.S. possession, or local taxing authority.

Exchange for Series HH Bonds

Series EE Bond owners may exchange their Bonds — alone or in combination with Series E Bonds or Savings Notes (Freedom Shares) — at current redemption values, for current-income HH Bonds. EE Bonds are eligible for exchange six months after issue; E Bonds remain eligible for exchange until one year after final maturity. Bonds/Notes submitted in exchange must have a current redemption value of $500 or more. Owners who have deferred reporting, for federal income tax purposes, the interest as it has accrued on the securities exchanged may continue to defer such reporting to the taxable year in which HH Bonds issued in exchange are redeemed, disposed of, or reach final maturity, whichever happens first. See Department of the Treasury Circular, Public Debt Series No. 2-80, for rules governing this exchange offering.

Safety

If Bonds are lost, stolen, damaged, or destroyed, notify the Bureau of the Public Debt, 200 Third St., Parkersburg, West Virginia 26101. Where possible, include serial numbers (with prefix and suffix letters), issue dates (month and year), names and addresses on Bonds, and Social Security or employer identification numbers. Owners should retain records of these details separate from the Bonds. Claims filed more than six years after final maturity will not be entertained unless the Bond serial numbers are furnished.

Social Security Numbers and Gift Bonds

Social Security account numbers of owners or first-named coowners must be provided for inscription on each Bond purchased. However, if Bond is being bought as gift, prize, award, etc., and owner or first-named coowner number is not known, number of purchaser will be inscribed, along with the designation "Gift." Such Bonds are not associated in any way with Bonds owned by purchaser.

Status of Series E Bonds/Savings Notes

All Series E Bonds and Savings Notes have been granted extensions beyond their initial maturity dates. Bonds and Notes in extended maturity are yielding 6.5 percent per annum, compounded semiannually.

Series E Extended Maturities

Date of Issue	Date of Maturity (including new extension)	Term of Bond
May 1941-Apr. 1952	May 1981-Apr. 1992	40 years*
May 1952-Jan. 1957	Jan. 1992-Sept. 1996	39 years, 8 mos.
Feb. 1957-May 1959	Jan. 1996-Apr. 1998	38 years, 11 mos.
June 1959-Nov. 1965	Mar. 1997-Aug. 2003	37 years, 9 mos.
Dec. 1965-May 1969	Dec. 1992-May 1996	27 years
June 1969-Nov. 1973	Apr. 1995-Sept. 1999	25 years, 10 mos.
Dec. 1973-June 1980	Dec. 1998-June 2005	25 years

*The Department of the Treasury has announced that no further extensions will be given to these Bonds.

Savings Notes Extended Maturities

Date of Issue	Date of Maturity (including new extension)	Term of Note
May 1967-Oct. 1970	Nov. 1991-Apr. 1993	24 years, 6 mos.

Bonds and Notes may be exchanged, with tax-deferral privileges, for Series HH Bonds. Series E Bonds are eligible for exchange until one year after final maturity; however, the Bonds will not earn interest after maturity. See Department of the Treasury Circular, Public Debt Series No. 2-80 for rules governing this exchange offering.

"space maintainer" if it starts to close.

Baby teeth have other important functions, notes the American Dental Association. They contribute to children's looks, expression and facial development. They make up part of your youngster's speech equipment. And your child needs healthy teeth to chew food thoroughly.

For the sake of a child's general health as well as his teeth, decay and infection should receive prompt treatment. This can also save youngsters a lot of pain.

Give your child a head start toward dental health!

Want your kids to take tooth care more seriously? Maybe some "fun and games" might help.

A mother of three who's also a dentist has some intriguing ideas on making it an exciting event rather than a chore.

"Most children like little toys and gadgets," added Caroline Shawaf, D.D.S. "You can buy a small three minute timer and leave it in the bathroom. Have the kids turn it upside down when they start to brush."

"Many of us, adults as well as youngsters, rush into the bathroom, brush for half a minute and rush out. Kids who are conscientious and brush for that three minute period can normally do a good job."

Electric toothbrushes can also catch children's fancy and be fun to use, she notes. But since dentists have different opinions about these, talk to yours first. If you do get one, select a toothbrush your dentist considers suitable for your children's and your own oral health needs. Make sure it comes with brushes suitable for children's teeth. Caution them to use the device gently and not overdo. Does the box indicate the toothbrush you're buying has met the approval of the American Dental Association's Council on Dental Materials and Devices?

One of the best ways to motivate kids in anything is through the use of other children, Dr. Shawaf believes.

"When there are several in a family, maybe those close in age

can be encouraged to check each other's brushing," she suggested. "Let them brush together, as long as they don't splash water all over the bathroom."

Disclosing tablets and solutions can help with such dental detective work. They color and reveal the enemy, plaque, and invisible bacterial film on the teeth. Disclosing plaque before brushing and flossing gives children something to go by in cleaning their teeth. Done afterwards, it shows how effective the cleaning job was.

"When parents are home," says Dr. Shawaf, "you can also ask the kids to check on how well you're brushing. This gives them a good feeling, a feeling of being responsible. They also realize if it's something Mom and Dad have to do, it really must be quite important."

"The seeds of low self-esteem can be sown very early in childhood," says James Dobson, Ph.D., Associate Clinical Professor of Pediatrics at the University of Southern California School of Medicine. "Lack of self-esteem produces more symptoms of psychiatric disorders than any other factor yet identified."

Dr. Dobson suggests there are positive steps adults can take to help the important youngsters in their lives start out on a more self-confident footing.

Most kids are ordinary, just like us, he said in an interview. They have oversized needs to be loved and accepted just as they are, even if their ears stick out, or they are too fat or thin, or have trouble learning in school.

"The fundamental skill required of anyone who handles children," he believes, "is learning to get behind the eyes of a child — to feel what he feels and know what he's experiencing. In general, children are particularly sensitive about their physical attractiveness and their basic ability or intelligence. Anything which makes them feel ugly or dumb, or embarrasses them in front of others, tends to weaken self-esteem."

When important adults in a child's life are disappointed in him, a child soon knows. If adults learn to recognize their own attitudes, this, in itself, is a big step in dealing with them.

"Children need to feel both loved and respected," Dobson continued. "You can love them enough to die for them and yet not view them with respect."

"When your child speaks in front of company, do you tend to jump in and explain what he's trying to say? Or laugh nervously? Or send him away? Does your youngster get the impression you find it a difficult task to make him look attractive? Children are amazingly preceptive at 'reading' the emotional messages behind our words and actions."

Dobson believes another key to healthy parent-child relationships is found in a balance between love and control, shaping the will without attacking the spirit or self-worth. Not long ago he wrote a book on self-esteem in children, "Hide Or Seek" (Fleming H. Revell Company, 1974). In it he quotes a statement by child psychologist Dr. Joseph Bobbitt:

"There have been studies showing that the child who has the lowest self-esteem is the one who isn't permitted to say anything at the dinner table. The one with the next lowest image of himself is the child who is allowed to dominate the conversation. Highest on the list is the youngster whose parents tell him, 'Yes, you can speak up — when it's your turn.' "

"You can make something respectful out of each child's position in the family," Dobson points out. "Maybe the younger one has fewer responsibilities, but the older one has more privileges. Making each child feel loved and important can also help counteract feelings of displacement when a new baby comes."

"In the school situation, as I said in Hide Or Seek, I'm convinced that self-esteem has more frequently been assassinated over reading problems than any other aspect of school life. If your child isn't learning to read in the classroom, investigate the variety of creative approaches which might be available elsewhere."

Children may miss other skills without stress, he adds, but they remember events having to do with their self-worth. When they're constantly compared to those who do it better or faster, or who are prettier or smarter, they know they're losing.

"Remember that children build defenses around weaknesses, not strengths," he reminded. "It's wise to support your child at home in areas he's having to defend against threats from the outside."

Encourage your child to develop some skills he can enjoy and share, Dobson urges, whether it's music, sports or raising rabbits for fun and profit. This effort should begin in earnest when he is seven or eight years old.

"As a general approach for both adults and children," he says, "I think the key to a healthy self-concept is getting involved with people, getting into meaningful activities and recognizing that the same feelings of inadequacy threaten us all."

News from Canada

Signalmen covered in new dental plan

Members of the Brotherhood of Railroad Signalmen working for Canadian railways are now covered under a dental plan that is paid for by the railway companies. John E. Platt, BofRS vice president, signed the dental plan agreement on behalf of the Signalmen.

The dental plan, administered by Great-West Life Assurance Co., became effective December 15, 1979.

The following is excerpted from the Great-West Life dental plan booklet.

Dental Plan for Employees of Canadian Railways

Summary of Benefits

The plan essentially covers all types of basic and major dental care, with the exception of orthodontics (braces and corrective devices), for all employees with six months or more compensated service and their eligible dependents.

Employees and their dependents eligible for coverage will be entitled to claim reimbursement for basic and major dental care combined up to a maximum of $600 per person per calendar year, after a deductible of $35 *per family* per calendar year has been applied.

Employees and their dependents becoming eligible for benefits on or after July 1 in any year will be entitled to a maximum of $300 per person for the balance of that year, with the family deductible amount remaining at $35, in accordance with standard dental plan practices. In subsequent years, the maximum of $600 will apply.

For basic dental services, which include preventive and diagnostic services, extractions and oral surgery, minor restorations (fillings), periodontics (gum and tissue treatments) and endodontics (pulp and root canal work), 100 per cent of covered expenses will be reimbursed up to the amounts specified in the dental association fee guide in effect in the providence in which you were treated.

For major dental services, which include major restorations

Signing of a dental plan for railway workers in Canada was a joyous occasion for negotiators. Shown here standing (left to right) are: June Green, Canadian National; John E. Platt, vice president, BofRS; J. D. Parnell, United Transportation Union; D. Brazier, CP Rail; George McDevitt, UTU; R. deMontignac, CP Rail; S. H. Gibson, CP Rail; D. C. Fraleigh, CN; J. L. Robinson, consultant; and George Thivierge, CBRT. Seated (left to right) are: T. Clement, CN; Jack McGuire, CP; T. V. Greig, BMofWE; J. Asprey, Shop Craft; R. C. Smith, BRAC and J. Adair BofLE.

such as the provision of crowns and inlays, and prosthodontics (bridge and dentures), 50 per cent of covered expenses will be reimbursed up to the amounts specified in the dental association fee guide of the province in which you were treated.

Eligibility

Employees in service on December 15, 1979 and who have accumulated six months or more of compensated service are, with their eligible dependents, automatically covered. Other employees, and their eligible dependents, are covered on the first day of the calendar month following completion of six months of compensated service.

Employees who have compensated service for a regular or partial eight-hour shift for 126 days will be considered to have completed six months of compensated service.

For running trades employees, on-board customer and catering service employees and non-operating employees covered by spare board provisions, days worked and/or available for service will be counted as days of compensated service.

An employee who has once established eligibility for benefits under the plan, must have compensated service in each month in order to continue such eligibility for benefits.

Once an employee becomes eligible for benefits, there are no enrollment procedures required.

The following members of your family are considered as eligible dependents:

— your spouse;

— your children under 21 and living with you, provided they are unmarried and unemployed;

— your children over 21 and under 25 attending university or a similiar institution full time;

— your children of any age, if handicapped and solely dependent on you.

Deductible

The "deductible" is the amount you pay in any calendar year before you claim benefits. It is only $35 annually, no matter how many eligible members of your family receive treatment.

Maximum Benefits

The maximum amount the plan will pay in any calendar year for combined basic and major dental care is $600 per eligible person. For those whose coverage becomes effective after July 1, the combined maximum amount is $300 for the remaining months of that year.

Expenses Covered

To be considered a "covered expense" the charge for a particular service will be limited to the maximum fee level of the dental fee guide in effect on the day of treatment in the province *where the dental services were rendered.*

If the treatment or services were rendered outside Canada, the benefits paid will be limited to the maximum fee level of the dental fee guide in effect *in the province where you live.*

The plan covers necessary dental treatment by dentists, physicians or other qualified personnel under the direct supervision of the dental or medical profession (e.g. dental assistants and dental hygienists.)

It also covers services rendered by specialists, dental mechanics, denturologists, denturists, denture therapists, etc. where permitted by law to deal directly with the public. If there is no fee guide for these practitioners in your province, payment will be based on the appropriate general practitioner's guide.

Basic Dental Care (100 per cent reimbursable up to maximum limit)

— Oral examinations, cleaning of teeth, fluoride treatments and

For Canadian residents only:

Form ML-2 Rev. 10-79

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bite-wing x-rays: twice in any calendar year, but not more than once in any five-month period.

—Full-mouth series of x-rays: once every 24 months.

— Extractions and alveolectomy (bone work) at time of tooth extraction.

— Dental surgery.

— General anaesthesia and diagnostic x-ray and laboratory procedures required for dental surgery.

— Amalgam, silicate, acrylic and composite filings.

— Necessary treatment for relief of dental pain.

— Cost of medication and injections given in the dentist's office.

— Space maintainers for missing primary teeth and habit-breaking appliances.

— Consultations required by the attending dentist.

— Surgical removal of tumors, cysts, neoplasms.

— Incision and drainage of abscess.

— Endodontics (root canal therapy).

— Periodontal treatment (gum and tissue treatment).

Major Dental Care (50 per cent reimbursable up to maximum limit)

— Provision of crowns and inlays.

— Provision of an initial prosthodontic appliance (e. g. fixed bridge restoration, removable partial or complete dentures).

— Replacement of an existing prosthodontic appliance if:

(a) it is over five years old and cannot be repaired;

(b) it is a temporary one installed after the employee first became covered by the plan (in this instance the replacement is considered a permanent one);

(c) it is required due to the installation of an initial opposing denture after the date the employee became covered by the plan;

(d) it is required as the result of accidental injury after the employee became covered by the plan;

(e) the extraction of additional teeth, after coverage has begun, requires a new appliance. If the existing appliance can be made serviceable, only the expense for the portion required to replace the teeth extracted is covered.

— Relines, rebases and repairs to existing dentures.

— Procedures involving the use of gold, only if such treatment could not have been carried out with the use of a reasonable substitute consistent with generally-accepted dental practice. Where the use of gold is optional, the covered expense will be that of the customary substitute.

Régime de soins dentaires pour les employés des chemins de fer du Canada

Sommaire des prestations

Le régime défraie l'employé comptant au moins six mois de service rémunéré, ainis que ses personnes à charge, de tous les soins dentaires ordinaires et extraordinaires, à l'exception des traitements orthodontiques (arcs et appareils correcteurs).

Les prestations *individuelles* maximales versées à l'employé et à ses personnes à charge admissibles sont de $600 par année civile relativement aux soins ordinaires et extraordinaires recus, sous réserve d'une franchise *familiale* de $35 per année civile.

L'employé et ses personnes à charge devenant admissibles le 1er juillet ou plus tard dans l'année ont droit à une prestation individuelle maximale de $300 jusqu'à la fin de l'année, sous réserve de la franchise familiale de $35, suivant les dispositions habituelles des régimes de soins dentaires. Dès l'année suivante, ils bénéficient de la prestation maximale de $600.

La totalité des frais de soins dentaires ordinaires: prévention, diagnostic, extraction de dents, chirurgie buccale, restauration mineure (obturations), traitements périodontiques (des gencives et des tissus buccaux) et endodontiques (traitement de canal et de pulpe) est remboursée jusqu'à concurrence des honoraires maximaux indiqués dans le guide des dentistes de la l'association des dentistes de la province où les soins sont dispensés.

Les soins dentaires extraordinaires, dont les soins de restauration (couronnes et incrustations) et de prosthodontie (ponts et dentiers), sont remboursés jusqu'à concurrence de 50% des honoraires maximaux figurant au guide des tarifs de l'association des dentistes de la province où les soins sont dispenses.

Admissibilité

L'employé en fonction le 15 décembre 1979 qui compte au moins six mois de service rémunéré est couvert d'office en vertu du présent régime de même que ses personnes à charge admissibles. Tout autre employé, ainsi que ses personnes à charge admissibles, est couvert à compter du premier du mois suivant l'accomplissement de six mois de service rémunéré.

L'emploé comptant 126 jours de service rémunéré effectué à des postes réguliers ou partiels de huit heures est censé avoir effectué six mois de service rémunéré.

En ce qui concerne le personnel itinérant, les employés affectés à la restauration et au service dans les trains, de même que le personnel non itinérant inscrits au tableau de remplacement, les jours où ils étaient effectivement au travail ou disponibles sont considérés comme des jours de service rémunéré.

L'employé déjà admis aux prestations du présent régime doit effectuer chaque mois des journées de service rémunéré pour demeurer admissible aux prestations.

Signalman's Store

ORDER FORM

Please send me the following:

Item		Quantity Ordered	Price Each	Total $
Cloth Emblems			$1.50	
Coasters:				
	red and green		.25	
Playing Card Decks			3.00	
Golf Caps:	__ Red __ Bk __ Wh __ Sm __ M __ Lg		4.50	
Signalman's Training Course	8-Volume Set		18.00	
	Volume 1		2.50	
	Volume 2		2.50	
	Volume 3		2.50	
	Volume 4		2.50	
	Volume 5		2.50	
	Volume 6		2.50	
	Volume 7		2.50	
	Volume 8		2.50	
Decals:	3-inch		.15	
	4-inch		.15	
Lapel Pin:	colorlight signal		1.50	
	BofRS		2.00	
Windbreakers	Small		12.00	
	Medium		12.00	
	Large		12.00	
History of the BofRS			9.95	
Master Nat'l. Agreement Bk.			7.95	
General Chairman and Local Chairman's Manual			3.00	
TOTAL AMOUNT ENCLOSED				

Minimum order accepted is $5.00

Make check or money order payable to:
BROTHERHOOD OF RAILROAD SIGNALMEN

Send payment and order to:
BROTHERHOOD OF RAILROAD SIGNALMEN
601 West Golf Road
Mount Prospect, Illinois 60056

NAME _____

CERTIFICATE NO. _____

ADDRESS _____

CITY _____

STATE (PROVINCE) _____

ZIP CODE _____

CLOTH EMBLEM with BofRS in white letters on red border, two locomotives, and green over red searchlight signal.

COASTERS with BofRS emblem in color are 3-inch diameter.

PLAYING CARDS with BofRS emblem are now available. These high quality cards come in the conventional bridge decks, including jokers. Cards and emblems are in color.

GOLF CAPS with BofRS in color are available in small, medium or large with adjustable head band. These lightweight net caps come in red, black or white.

The eight-volume **SIGNALMAN'S TRAINING COURSE** covers

1. Electricity, circuit symbols and nomenclature
2. Signal symbols and nomenclature
3. Automatic block signaling, time code control, electronics
4. Traffic control systems and power switch machines
5. Highway grade crossing warning systems, FRA RS&I tests
6. Remote control and automatic interlockings
7. Ctc machines and their operation
8. Maintenance of signal equipment

SIGNALMEN'S DECAL has adhesive backing so it can be applied to glass, leather, metal, etc. for BofRS identification on car windows, bumpers, luggage, hard hats, etc. The emblem is 4-inches or 3-inches in diameter. It has a red border with white letters. The signal displays green over red.

Metal **COLORLIGHT SIGNAL LAPEL PIN** 1/2-inch in diameter with signal showing green over yellow over red on white enamel background. Signal and pin outlined in gold.

BofRS **LAPEL PIN** identical to decal except letters and outline are in gold.

Red nylon **WINDBREAKERS** with elastic sleeve ends that fit tight to the wrists and with a drawstring at the bottom to pull tight to the waist come in three sizes: small (36-38); medium (40-42); and large (44-46). Two slash pockets and a cloth BofRS patch on the left front complete these men's jackets.

A **HISTORY OF THE BROTHERHOOD OF RAILROAD SIGNALMEN** has been written by the late A. E. Lyon, president emeritus, which covers the 75 years of the Brotherhood since its founding in 1901.

MASTER NATIONAL AGREEMENT BOOK has the basic provisions of national agreements negotiated with U.S. railroads and the BofRS. They are contained in a loose-leaf binder with 2-inch rings so there is room for additional material, such as local agreements. The 25 sections are:

A Summary of wage changes
B Summary of other benefits
C Washington job protection agreement of 1936
D Vacations
E Union shop agreement
F Holidays
G Claim and grievance handling
H Health and welfare
I Force reductions
J Employment security
K Travel time and away-from-home expenses
L Off-track vehicle accidents
M Jury duty
Mc Current agreement
N Overtime
O Camp cars
P Apprentice programs
Q Change of residence
R Earnings deduction in discipline cases
S Supplemental sickness benefits
T Union dues checkoff
U Amtrak C-1, C-2
V Seniority modification agreement
W Employee information
X Bereavement leave

L'employé admis aux prestations est couvert en vertu du présent régime sans autre formalité.

Est considéré comme personne à charge admissible:

— Le conjoint

— Tout enfant de l'employé de moins de 21 ans qui demeure chez lui s'il est célibataire et sans emploi

— Tout enfant de l'employé de 21 à 25 ans qui fréquente à plein temps une université ou tout autre établissement assimilé

— Tout enfant handicapé de l'employé, quel que soit son âge, qui est entièrement à la charge de ce dernier.

Franchise

La franchise représente la part du dommage, établie sur une base annuelle, que l'employé conserve à sa charge. Dans le présent régime, elle ne s'élève qu'à $35 par année civile et par famille, quel que soit le nombre de prestataires.

Prestations maximales

Le montant maximal payable en remboursement des frais dentaires ordinaires et extraordinaires engagés au cours d'une année civile s'élève à $600 par personne admissible. Dans le cas des membres couverts après le 1er juillet, le montant s'élève à $300 jusqu'à la fin de l'anneé civile en cours.

Frais couverts

Font partie des «frais couverts», les frais relatifs a un traitement particulier jusqu'à concurrence des honoraires maximaux correspondants figurant au guide des tarifs de l'association des dentistes de la province *ou les soins ont été dispenses.*

Si le traitement a été donné hors du Canada, le remboursement des soins se limite aux honoraires maximaux correspondants figurant au barème de l'association des dentistes de *la province de résidence.*

Le régime couvre tout traitement dentaire nécessaire donné par un dentiste, un médecin ou toute autre personne autorisée qui travaille sous la surveillance directe de l'association dentaire ou médicale (par exemple, des assistants ou hygiénistes dentaires).

Le régime couvre aussi les soins donnés par les spécialistes, denturistes, mécaniciens-dentistes, denturologistes, thérapeutes en prothèses, etc., légalement autorisés à les dispenser au public. Si, dans votre province, il n'existe pas de guide de tarifs pour ces spécialistes, le montant du remboursement est déterminé d'après le barème correspondant des généralistes.

Soins ordinaires (Tous les frais sont remboursables, jusqu'à concurrence de la limite fixée.)

—Examens de la bouche, nettoyage des dents, application de fluorure et radiographies par pellicule interproximale, deux fois par année civile, mais une fois seulement tous les cinq mois.

— Radiographies systématiques de toute la bouche, une fois tous les 24 mois.

— Extractions et alvéolectomies (corps osseux), au moment de l'extraction de dents.

— Chirurgie dentaire.

— Anesthésie générale, radiodiagnostics et tests en laboratoire indispensables en cas de chirurgie dentaire.

— Obturations au moyen d'amalgame, de silicate, de résine acrylique et de composite.

— Soins nécessaires pour le soulagement de la douleur.

— Médicaments et injections administrés chez le dentiste et honoraires correspondants.

— Appareils de maintien destinés à conserver les espaces laissés par des dents de lait manquantes et appareils de contrôle des habitudes buccales.

— Consultations demandées par le dentiste traitant.

— Ablations chirurgicales de tumeurs, de kystes et de néoplasmes.

— Incisions et drainages d'abcès.

— Traitements endodontiques (traitement de canal).

— Traitement périodontiques (traitment des tissus et des gencives).

Soin extraordinaires (50% des frais sont remboursables, jusqu'à concurrence de la limite fixée.)

— Mise en place de couronnes et d'incrustations.

— Mise en place d'une prothèse initiale (par exemple restauration par pont fixe, prothèses amovibles partielles ou complètes).

— Remplacement d'une prothèse existante si:

a) Elle a au moins cinq ans et qu'il est impossible de la réparer.

b) Elle a été mise en place temporairement en cours de garantie. Dans ce cas, le remplacement est alors considéré comme permanent.

c) Elle est nécessaire à la suite de l'installation d'une prothèse initiale antagoniste, effectuée en cours de garantie.

d) Elle est nécessaire par suite d'une blessure accidentelle subie en cours de garantie.

e) Elle est nécessaire par suite de l'extraction d'autres dents effectuée en cours de garantie. Si la prothèse existante peut être réparée, ne seront remboursés que les frais pour la partie de la nouvelle prothèse que remplace les autres dents extraites.

— Regarnissge, rebasage et réparation de prothèses existantes.

— Traitement nécessitant l'usage de l'or lorsqu'il est impossible de recourir a un métal meilleur marché que soit communément accepté par les professionnels de l'art dentaire. Lorsque l'usage de l'or est facultatif, seuls sont remboursés les frais correspondant a ceux qui auraient été normalement demandés si un métal meilleur marché avait pu être utilise.

Bates' Commentary

In our most recent commentary, I reflected on the advances of the Brotherhood during the 1970's in the United States. Since the BofRS attained similar improvements in working conditions and rates of pay in Canada during the past decade, it is appropriate that highlights of those accomplishments be published in this column.

At the end of 1969, hourly rates for signal maintainer/mechanic were $2.294 per hour. Annual vacations were 2 weeks after 5 years, 3 weeks after 10 years, and 4 weeks after 18 years, with 9 paid holidays.

In 1970, the signal maintainer/mechanic hourly rates increased to $3.508 with similar increases for other classifications.

In 1971, the rates were again improved with the maintainer/mechanic rate increasing to $3.789 per hour. Vacations were improved to reduce necessary qualifying years to 8 for 3 weeks, and included 5 weeks after 30 years.

In 1972, rates increased to $4.054 for maintainer/mechanic, and paid holidays increased from 9 to 10.

1973 increased rates of pay, signal maintainer/mechanic to $4.844 per hour.

1974—Increased rates of pay, signal maintainer/mechanic rate increased to $5.280. Shift differential from 10¢ to 15¢ per hour obtained. Vacations increased to 2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 24 years.

1975—Wages again increased with the signal maintainer/mechanic hourly rate increasing to $6.080, and special cost-of-living adjustments obtained. Shift differentials increased to 15¢ and 20¢ per hour.

Annual vacation increased to 3 weeks after 4 years, 4 weeks after 14 years, 5 weeks after 24 years, and 6 weeks after 29 years. Life insurance for active employees increased to $7,000 and to $1,000 for retired employees.

Wages increased again in 1976, to an hourly rate of $6.749 for signal maintainer/mechanic. Wage and price controls were in effect in Canada at this time.

Wages increased in 1977 to produce an hourly rate of $7.307 for signal maintainer/mechanics. In 1978 this rate increased to $7.745.

In 1979 rates were again improved to $8.551 per hour for signal maintainer/mechanic with special provisions for cost-of-living increases. Shift differentials were improved to 20¢ and 25¢ per hour. Vacation qualifying years were reduced to 3 weeks after 4 years, 4 weeks after 14 years, 5 weeks after 22 years and 6 weeks after 29 years. Life insurance for active employees was increased to $10,000.

Paid holidays were increased to 11 and a dental plan was secured for 1979 and a drug plan for 1980.

The above are only highlights of the advances made for our Canadian brothers, and a great deal of credit should be given to our officers assigned in Canada. I am proud to be associated and have the opportunity to work with them.

I am certain our Canadian officers share the feelings of those in the United States that although much has been accomplished, a great deal remains to be done to advance the welfare of our members in both the United States and Canada.

Tom Bates

UNDERCOVER JOB?

TWO WAYS 3M HELPS MAKE LONG-LASTING REPAIRS ON BURIED SIGNAL CABLE.

Cut down on high-cost cable replacement. Stop joining cables with patchwork materials. Now 3M Scotchcast® Signal and Control Cable Splicing Kits give you a sturdy, reliable method of repairing or joining signal and control cables.

Scotchcast Re-enterable Splicing Kits give you a compound-filled inline or T-tap splice that lets you get back into the splice if desired, and still reuse the tough PVC mold body and hardware. Only normal hand tools are needed to make these splices. When you're finished, the splices are ready for the toughest conditions. Each kit has all the materials needed to insulate and seal re-enterable splices, including the urethane insulating compound (Scotchcast 2114). Kits handle cable diameters from ¼" to 2½".

Scotchcast Inline Splicing Kits use permanent rigid body molds filled with a pliable polyurethane compound (Scotchcast 2104). Again, common hand tools will get the job done quickly. The splices are ready for direct burial as soon as the insulating compound cures. You can use this series for inline splices on cable diameters from ¼" to 3¼".

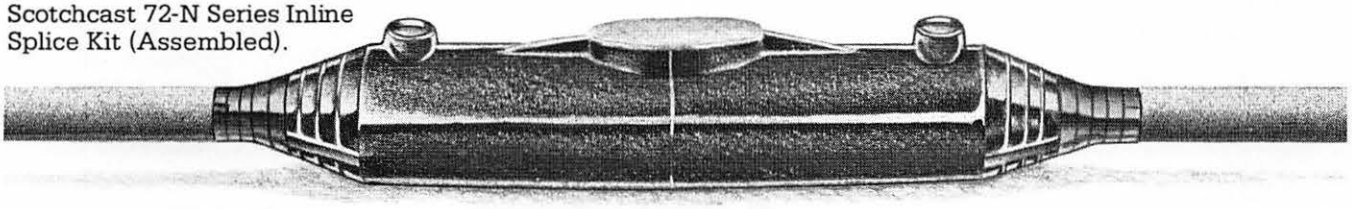
All splices are tough enough to withstand continuous operation at 90°C (with an emergency overload temperature of 130°C).

Both kit types can be used on shielded or non-shielded plastic or rubber jacketed cables with ratings up to 1000 volts. Whether re-enterable or permanent, you can fit Scotchcast to the application, from intersection signals to telemetry cable to crossing gate signal installations.

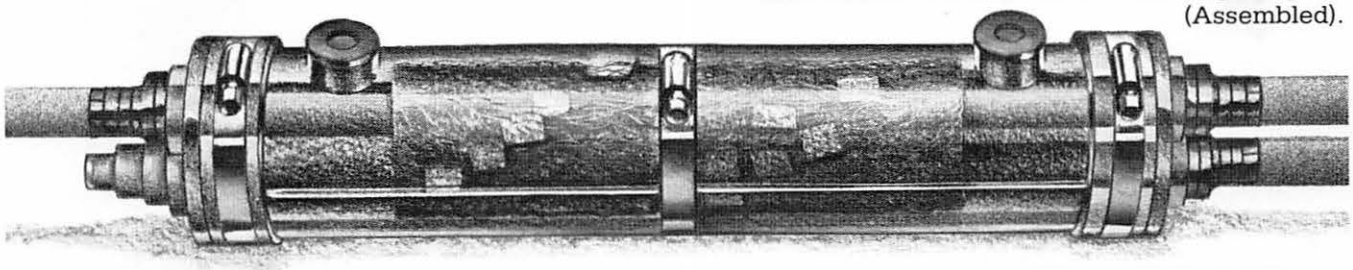
3M Scotchcast Splicing Kits will pay off in your next underground job. Check with your electrical distributor, or write for full information to:

Dept. EAO-16, Electro Products Division,
3M Center, St. Paul, MN 55101.

Scotchcast 72-N Series Inline Splice Kit (Assembled).



Scotchcast 78-R Series Re-enterable Splicing Kit (Assembled).



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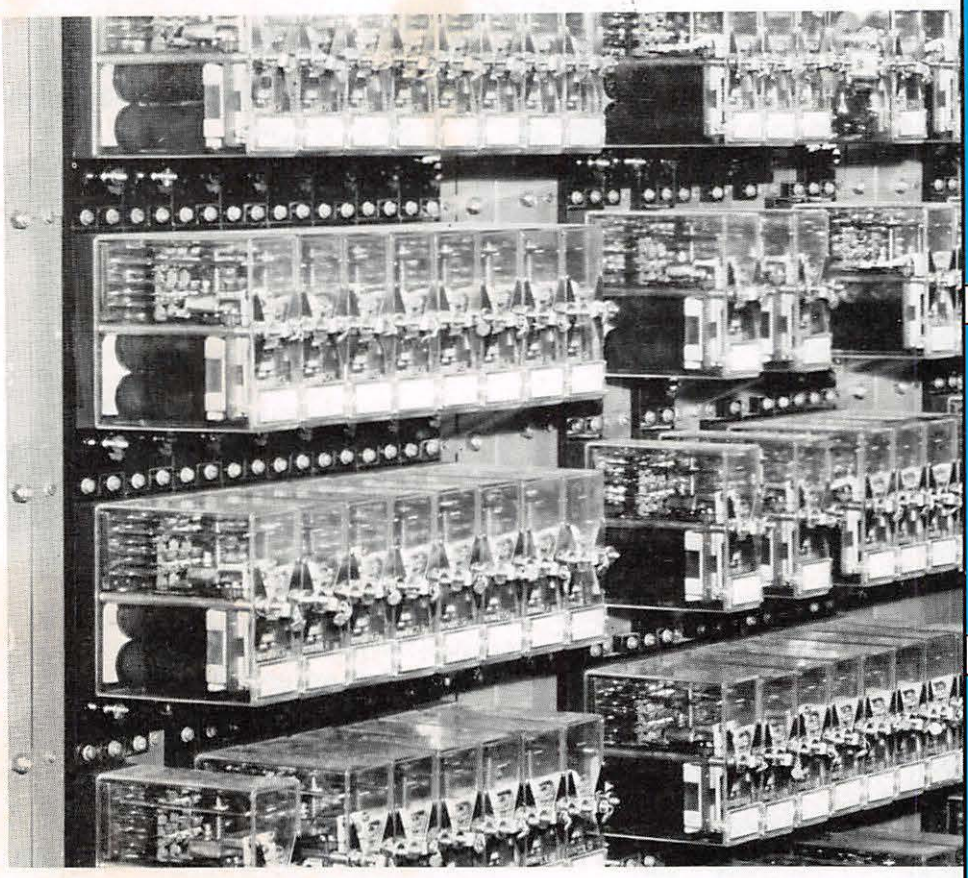
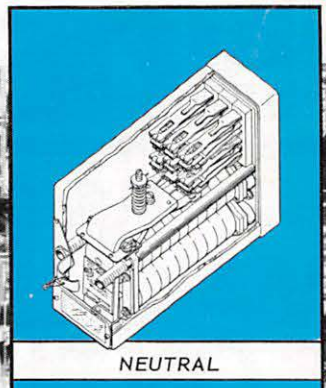
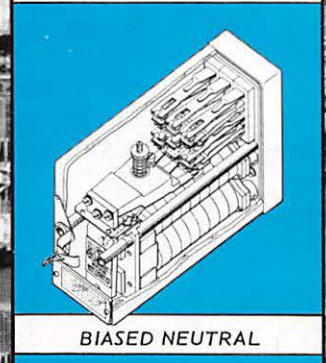




NEUTRAL



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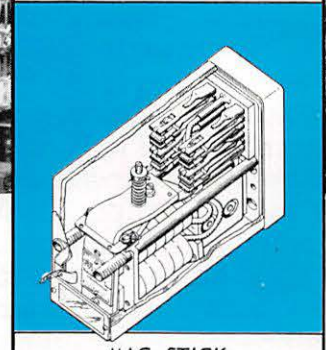
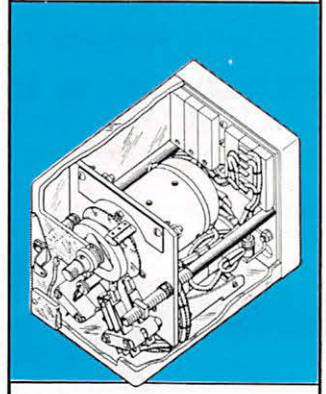


MAG. STICK



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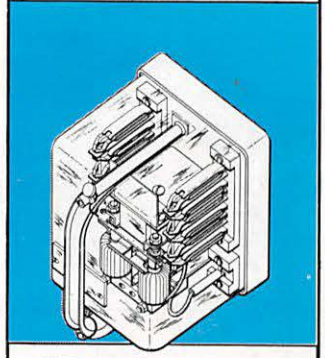

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There's a GRS Type B Relay For Every Circuit Application

GRS has over 25 different kinds of Type B relays - each one available in a variety of contact arrangements, coil resistances, and operating characteristics to suit your particular circuit requirements. Plug-in connections of Type B relays save time. And registration of relay and plugboard ensures that the right relay is in the right place.

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Power-Transfer
Primary-Secondary
Slow-Pickup, Slow-Release, Quick Crossover
Switch-Control
Switch-Overload
Timing, Motor-Operated
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For more information about GRS Type B relays, write for a copy of Pamphlet 1457.

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